

## In Memoriam

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# Local Government Service

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## A LOYAL FRIEND—A TRUE COMRADE

### TRIBUTES TO THE LATE MR. FRED MARSDEN

By SAM LORD, F.I.M.T.A., Borough Treasurer, Acton; President of N.A.L.G.O.

THE death of Mr. Fred Marsden at a comparatively early age came as a very great shock to his many friends and acquaintances, for, although not great in stature, he appeared to possess a frame of adamant and was always looked upon as particularly robust.

I am not certain that he did not pay the penalty of over-strain, for he led a very full and active life and never spared himself in the service of his fellow men. He served the office of City Engineer and Surveyor of his native city of Bradford during the most important period of the city's development with exceptional ability, and gained the full confidence and respect of the City Council and his staff. He was considered an expert on town planning and road construction, and had the reputation of being a first-class expert witness. He was also very greatly interested in the religious life of his city and served the offices of Choir-master and Sunday School Superintendent for nearly a quarter of a century.

#### Self Sacrificing Services

We remember him best for his labours on behalf of his fellow local government officers, and we appreciate to the full his splendid and self-sacrificing services which helped to build up our present virile and valuable institution. He held many offices of distinction, including those of Vice-President and Vice-Chairman of the National Executive Council, and his election to the office of President, which he held at the time of his death,

was a sufficient indication of the esteem in which he was held by the members of our Association. His greatest effort

therefrom by local councils and their officers through serving as Vice-Chairman of the Provincial Whitley Council for the West Riding of Yorkshire. He was one who realised that hard work was the only road to success, and his mastery of detail was remarkable.

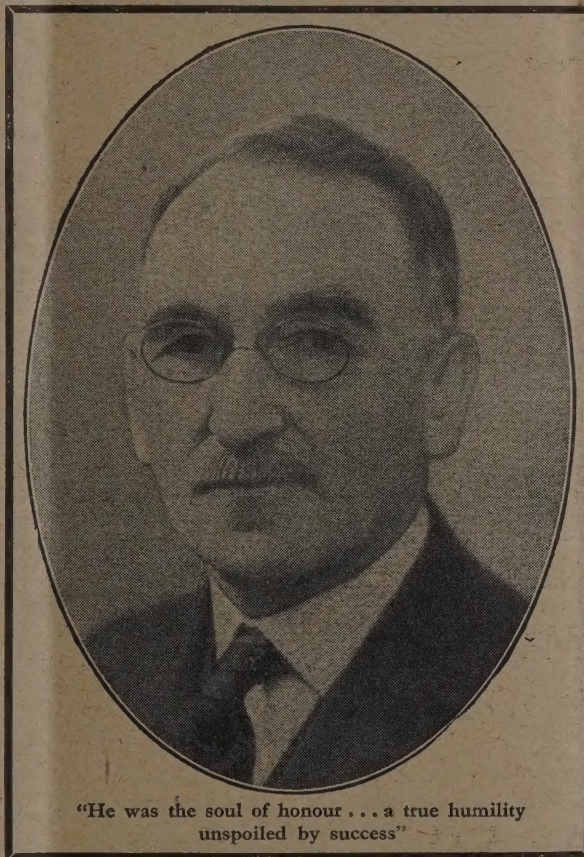
Those who had the pleasure of hearing him at our annual Conferences know that he possessed many Yorkshire characteristics. He had that rugged, vigorous and active personality which one associates with natives of the County of Broad Acres, and he was noted for a directness of speech which on occasions was probably to some a little disconcerting, but his manner always conveyed a sense of reserve force. He was palpably honest in all his actions, and was too fond of the right ever to pursue the expedient. He had such force of character that in any calling he would have commanded success, and we may count ourselves fortunate that he placed his great talents so ungrudgingly at the service of our Association.

#### A Loyal Friend

He was the soul of honour, and he had that true humility

which was unspoiled by success. He was a loyal friend and a true comrade, charitable in all his actions, and although he had somewhat of a stern look he had a gentle heart.

To know him well meant the formation of a mellow and lasting friendship, and we who knew him best fully realise the heavy blow which his death has meant.



"He was the soul of honour... a true humility unspoiled by success"

was as Chairman of the Service Conditions and Organisation Committee—in which office he served for sixteen years—and in this capacity he played a great part in securing improvements in the conditions of service of a vast number of local government officers. He was heart and soul in the movement for the establishment of Whitley Councils, having experienced the mutual benefits derived



# THE LATE PRESIDENT'S FUNERAL

By A SPECIAL REPRESENTATIVE

**M**INGLING among the great congregation which had assembled to pay its final respects to the mortal remains of the late Mr. Fred Marsden, one was strangely conscious of the extraordinary manifestations of sympathy which this sudden passing had occasioned. For an hour before the service in the Salen Methodist Church was due to begin, men and women in high and low stations of life wended their way through fog and snow to the church—the spiritual home of Fred Marsden—there to await the cortège. The impressive silence, broken only by the solemn strains of the organ, invited reflection, and our thoughts went out in sympathy to those who were left behind to mourn the loss of husband and father. Soon there was not a vacant seat, and the peace so strangely acceptable was broken by the efforts of the stewards to find accommodation for still more chairs.

## Friends as Bearers

At last, the aria, "O Rest in the Lord," from the organ stole through the building, and we were all strangely hushed as the coffin, on which was a spray of crimson roses, was borne into the church by some of Mr. Marsden's old friends. The service began with the singing of Oliver Wendell Holmes' "Lord of our Being, Throned Afar," and after the reading of the 23rd Psalm by the Rev. G. Jobling, the Rev. H. Bowler read part of the Epistle to the Corinthians: "Now is Christ risen from the dead." Mr. Marsden, the speaker told us in a simple address, had illustrated Christianity in daily life. He had had visions for Bradford, and in all that he did he was seeking to apply the principles of Christianity to public and corporate life. He mentioned some of his activities in wider fields, his membership of our own Association, N.A.L.G.O.—it was to our credit that we had recognised his worth.

The service closed with the hymn, "Gracious Spirit, Holy Ghost," the singing of the Lord's Prayer and the "Dead March" from "Saul" played by the organist. Then we took our farewell of him.

## A Representative Gathering

Though indisposed, the Mayor, Alderman J. W. Longley, was present at the service together with the majority of the members of the Corporation. The Town Clerk, Mr. N. L. Fleming, attended with his deputy, Mr. W. H. Leatham. Other officials were: The City Treasurer, Mr. C. R. Theaker; Chief Superintendent F. Petty, representing the Chief Constable; Dr. J. J. Buchan, the Medical Officer of Health; Mr. A. W. Rogers, the Public Assistance Officer; Mr. I. Roles,

City Electrical Engineer; Mr. E. Crowther, City Gas Engineer; Mr. C. R. Tattam, City Tramways Manager; and representatives of other departments of the Corporation.

The National Executive Council of N.A.L.G.O. was represented in an official capacity by Sir Tom Percival, a vice-president, and Mr. J. B. Swinden, Divisional Organising Secretary, while among those representing the Yorkshire district and branches were Mr. T. Nolan (hon. district sec.), Mrs. A. G. Bolton (for Mr. Bolton, hon. secretary of the Yorkshire district), Mr. J. W. Horwill (chairman, Bradford Branch), Mr. W. Margerison (vice-chairman, Bradford Branch), Mr. A. Nolan (hon. secretary, Bradford Branch), Mr. A. Allen and Mr. Dawson (West Riding Branch), Mr. E. Moore (hon. secretary, Halifax and District Branch), Mr. C. E. Knowles (Bradford Branch), Mr. L. R. Moir (vice-chairman, Leeds Branch), Mr. R. Ambler and Mr. R. Wildgoose (Leeds Branch), and Mr.

Dransfield (secretary, Huddersfield Branch).

Shipley Urban Council was represented by Mr. Gordon Waddilove (chairman) and Mr. H. Dawson (Surveyor).

Keighley Corporation was represented by Mr. S. Walker (Town Clerk), Mr. W. Fowlds (Borough Engineer), Mr. H. M. Marcroft (Borough Treasurer), and Mr. E. Ratcliffe (Director of Education), while other civic officials in attendance included Mr. C. E. Rivers (Borough Engineer of Harrogate), Mr. W. J. Hadfield (City Engineer of Sheffield), Major Vincent Turner (Borough Engineer of Rotherham), Mr. H. Crossley (treasurer, Sowerby Bridge U.D.C.), Mr. J. E. Eastwood (Engineer, Sowerby Bridge U.D.C.), Mr. Cocklyne (Highways Engineer, Leeds), Mr. H. G. Firth (Assistant Highways Engineer, Leeds), Mr. C. E. Mulholland (City Engineer's Department, Leeds), Mr. Robinson (Borough Engineer, Huddersfield), Mr. Rothera (Engineer, Speneborough U.D.C.), Mr. P. Morris (City Architect, Wakefield), Mr. Achfield (City Engineer, Leeds), Mr. H. Robinson (Borough Engineer's Office, Wakefield), Mr. D. T. Lloyd Jones (Borough Engineer, Halifax).

## LAST TRIBUTES

### "His One Thought"

The Late Sir Robert Donald, G.B.E., LL.D., wrote of Mr. Marsden in the *Municipal Journal*: "The phrase 'he died in harness' was literally true of the late Fred Marsden. This robust Yorkshireman overtaxed his strength. For many years every moment of his spare time from his official duties was given to the service of others.

"As Mr. Marsden's natural gifts were in the way of practical service, it was feared that he would fail when in the Chair of the Conference. General good humour and tact are more necessary in handling the N.A.L.G.O. Parliament than Yorkshire grit. Mr. Marsden schooled himself to his prospective task and would have won through. He was sincere, desperately in earnest, and had only one thought—how best to advance the interests of the whole body, especially the rank and file.

"Members of N.A.L.G.O. will remember with gratitude the long disinterested service rendered by the late President. Perhaps he took more out of himself than other men because of his characteristics. Fred Marsden was a man with a big heart, although he did not always clothe his thoughts in high polished phrases. While serving N.A.L.G.O. with tireless devotion he was at the same time helping to dignify national public service."

### Loss to Bradford

Alderman T. J. Robinson, chairman of the Street Improvements and Buildings Committee, Bradford Corporation, said Mr. Marsden's sudden death was a great

shock to everyone associated with municipal work. He was one of the most enthusiastic officials and always had the interests of the city at heart.

"Personally I have not always agreed with his proposals, but that never interfered with our friendship. He gave me invaluable help in connection with the planning of the new street through the Central Area, and was an enthusiastic supporter of the idea."

Sir Lynden McCassey, K.C., the eminent counsel, in a letter to Mr. L. Hill, the General Secretary of the Association, writes as follows:—

I feel that I must write and offer you and the National Association of Local Government Officers my sympathy in the great loss which I see by "The Times" of this morning you have suffered in the death of your President, Mr. Fred Marsden. He was an old friend of mine and I have been associated with him in different capacities for many years past. He was without doubt one of the most efficient of the City Engineers and Surveyors of the country, always determined to insist upon the very highest standards in the discharge of his official work and one whose loss not merely to your Association but also to the Corporation of Bradford, who owe so much to him, will be well-nigh irreparable.

LYNDEN MCCASSEY.

USE THE CORRESPONDENCE  
COLUMNS



# SCIENCE OF CO-ORDINATION

## THE INTER-RELATIONSHIP OF CHIEF OFFICIALS:

By J. R. Howard Roberts, Town Clerk, Hull

**T**HERE can be no doubt that much has been accomplished by many municipalities in recent years towards achieving a greater degree of co-ordination in the work of their departments. Clearly there was room for much improvement in this respect, and no doubt critics will be ready to state that much more still remains to be done. Co-ordination does not come about in the natural order of events. It must be striven for and definite measures must be taken to bring it about.

### The Co-ordinating Machine

So varied and complex are the activities of the Local Authority in these strenuous days that the Council itself, although the controlling body which directs the policy of its many departments, is far too cumbersome and unwieldy to act as the co-ordinating machine. Finer mechanism is necessary, and some definite means must be found of focusing attention upon the problem.

Most departments in a large municipality are controlled, primarily at any rate, by one particular committee, for example, the electricity supply by the Electricity Committee, libraries by the Libraries Committee, and so forth; there are other departments whose work is directed by several committees, for example the Engineer's Department, which may be concerned not only with the Highways and Sewers Committee, but also with the Housing, Town Planning, Cleansing, Transport, and possibly others; but there is only one department which is invariably the servant of every committee which the authority appoints, and that is the Town Clerk's Department. What better means, therefore, can be taken to bring about the maximum degree of co-ordination between the committees and departments as a whole than by utilising the medium of the Town Clerk's Department?

### The Town Clerk's Duty

Whether or not the Town Clerk be given specific instructions in this matter, it is clearly his duty, as the chief official, to do everything in his power to ensure that all departments are working together with as complete co-operation as possible. It is the purpose of this article to indicate some of the methods which may be adopted to bring this state of affairs about.

In the first place, no real co-operation is possible unless those who are co-operating know each other personally, and whilst, in the ordinary course of events, some of the officials may be brought into more or less constant touch it is surprising how infrequently others

ever meet unless some regular procedure is adopted to enable them to do so. The fact that the chief officials themselves are in constant personal touch with each other not only has a very important effect upon their inter-relationships, but that effect continues to operate in the departments which they control and helps to

a better understanding between the officials who attend them, but afford an opportunity for the most valuable discussion of problems which, at the one time, may affect several departments.

### The Legal Aspect

It frequently happens that one department of a Local Authority is called upon to report to a particular committee upon a matter which primarily affects that department, but, in its consequence, may affect several others. If such a report is submitted to the committee concerned before consideration has been given to it from this latter point of view, it may well be that difficulties will arise which could otherwise have been averted. Another very useful procedure may be adopted in a Town Clerk's office in order to ensure due attention being given to this aspect of matters by instituting a system under which copies of all reports of this character are furnished to the Town Clerk several days before they are submitted to the committee; this enables the Town Clerk not only to consider them from their legal aspect, but also to get into touch with the other departments of the Corporation who may be affected thereby.

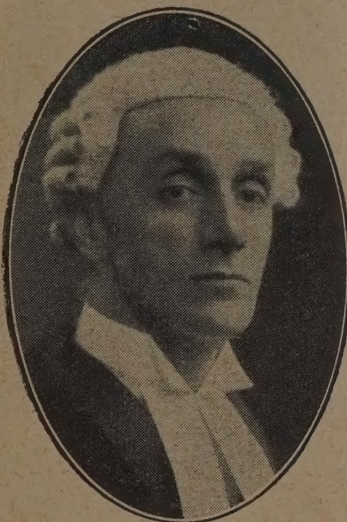
It is of the utmost importance, particularly in a large municipality, that the Town Clerk's office itself should not become too specialised in its sub-departments. It is no doubt the case that in almost every authority, with the possible exception of the very largest, a chief committee clerk is responsible for the work of more than one committee, and he can himself, therefore, make sure that the work of the two or more committees under his charge shall be, as far as possible, co-ordinated. But this is not enough.

### Conflicting Interests

The department as a whole should be so organised that the moment a question is raised in one committee which affects the work of another, the clerk responsible for that committee should be in immediate touch with the committee clerk to the other committee affected in order that the two committees may move in line and not in any way be at cross purposes in the matter.

It sometimes happens that the interests of two departments conflict, as, for example, if the one authority owns its own electricity and gas undertakings, or, taking another example, which committee shall bear the cost of some particular item of expenditure relating to public improvements, and, in order to deal with problems of this kind certain

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J. R. HOWARD ROBERTS,  
Town Clerk, Hull

break down the tendency which often creeps in for a department to become too self-contained in its attitude towards the others. Whilst there can be no doubt that a proper pride in the importance of each particular department is a very helpful factor in ensuring that the best work is being done by its staff, yet a clear realisation of the fact that in order to achieve the best results a department must work with the greatest possible degree of harmony and co-operation with the others is a matter which cannot be over-emphasised.

### The First Step

Some of these statements may appear to be in the nature of platitudes, and to be matters more or less taken for granted, and that is frequently the very reason why they are completely overlooked.

This brings us to the first step towards co-ordination upon which a Town Clerk should concentrate, that is to say, to ensure regular personal touch between the heads of all departments of his authority. This can be done in two ways; first, by convening regular meetings of the chief officials, and secondly, by stimulating among the departments every sound movement towards social intercourse. Such meetings not only result in



# SIR ROBERT DONALD, G.B.E., LL.D.

## PASSING OF FAMILIAR FIGURE IN LOCAL GOVERNMENT

**L**OCAL government in its widest aspect and the National Association of Local Government Officers, to whom his generous assistance in diverse ways has meant so much, have suffered an irreparable loss as the result of the death on Friday, February 17, of Sir Robert Donald, G.B.E., LL.D. Sir Robert, it appears, was in his usual health the previous day, and had, in fact, attended a dinner that evening. After a disturbed night, the end came suddenly shortly before noon, and while Sir Robert, who had kept to his bed, was in the act of reading a newspaper. By his death at the age of seventy journalism—one of whose most illustrious sons he was—has lost a great leader, and local government, and the local government service, one of its staunchest friends.

### Of Scottish Origin

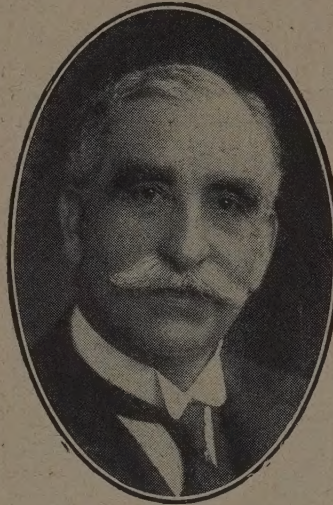
A native of Banffshire, Sir Robert Donald was born in 1861, and from a humble beginning soon made his mark in provincial and London daily journalism. It was during the early years of his career—at a time, as a special correspondent in *The Municipal Journal* (a paper founded and directed by the late Sir Robert Donald) mentions, when local government was at that time entering upon a phase of unprecedented progress, that his keen interest in local government first manifested itself, and to the end the cause of local government predominated his life. With his pen and by his untiring energy he sought to advance certain ideals for a better social and economic order, and for the advancement of local administration. He saw the need for an enlightened journal on local government and in 1893 founded *The Municipal Journal*, following it four years later with *The Municipal Year Book*, which to-day ranks among the most stupendous volumes of reference in daily use in the office of the local government authority.

### Post-War Activities

Sir Robert's post-war activities are so well known that we need only allude to those which have the most vital bearing upon his interest in local government. He was a member of the Committee on the Reconstruction of Local Government and of the Royal Commission on London Government, 1922, being associated with others in issuing a minority report. His vast knowledge on transport matters found expression on the Royal Commission on Transport appointed in 1930. For his eminent public service he was created a G.B.E. in 1924, and Toronto University conferred upon him the degree of LL.D.

He was an indefatigable champion of the local government officer, and his interest in N.A.L.G.O. was unbounded,

ever ready as he was to devote himself to its welfare. When the Association entrusted Sir Robert Donald with the production of its monthly organ, it did so



The Late  
SIR ROBERT DONALD, G.B.E., LL.D.

in the faith that its ideals would be preserved and that the cause of the local government would find just expression in its columns.

number of different departments before a reply can be given. The Town Clerk's Department is the natural pooling centre for such information, and every Town Clerk's Department should, in these days, be so organised as to make it possible for such matters to be handled with the greatest possible expedition.

I am unable within the space of an article of this character to do more than indicate in a general way some of the steps which may be taken by a Town Clerk's Department to bring about a proper degree of co-ordination between all the departments of a Local Authority, but sufficient has been stated to show the scope which exists in this direction. The main point, which is of so much importance as to bear repetition, is that co-ordination can only be reached by definite and considered means being adopted towards bringing it about. At any time co-ordination is of great importance, but in these days of economy any step which a Local Authority can take to prevent overlapping and to eliminate waste of work and time on the part of their staffs is worthy of the most careful attention, and whilst any department may do a great deal to co-ordinate its own work with this end in view, the department which is best fitted to co-ordinate the work of the whole authority is undoubtedly the Town Clerk's.

## SCIENCE OF CO-ORDINATION

(Continued from preceding page)

authorities have set up a special committee, called a Co-ordination Committee, whose duty it is to arbitrate, as it were, between the departments so affected. Whether or not such a committee exists, it is obviously most desirable that difficulties of this kind should be dealt with and agreement reached upon them before the committees concerned are placed in the position of passing resolutions which may be in conflict. There are many occasions when matters of this kind can be dealt with by joint discussions between the officials concerned, and, failing a solution of the difficulty by these means, joint meetings of the chairmen and deputy chairmen of their respective committees. Here again there is much scope for the intervention of the Town Clerk's Department in order to bring about agreement at the very outset.

### Joint Reports

Another method of ensuring co-operation, of which increasing use is undoubtedly being made, is the instruction by authorities to their officials to submit joint reports. Suppose, for example, a Local Authority is contemplating the provision of a central bus station which is to be used partly by their own transport services and partly by private operators, this affects, in varying degrees quite a number of different departments, namely, the Transport, the Engineer's, the Architect's, the Police, the Treasurer's and Valuation Officer's, and the Town Clerk's; each of these might be instructed to submit their own report upon the matter, but clearly the most businesslike way to deal with the question is for the authority to ask for a joint report from all the departments concerned, in order that, when the Council have the scheme before them, it may have been considered from every possible point of view. The final preparation and co-ordination of such a report is again a matter which can well be undertaken by the Town Clerk.

### Pooling Centre of Information

In these days of competition among places to secure the establishment of new industries in the area of their own particular authority, the setting up of Development Committees has become quite a regular practice. It is essential, in their endeavour to attract new industries, that a local authority should be in a position at once to answer all questions which may be asked by an industrialist who may contemplate building a factory in their area, and this necessitates the preparation of a kind of central register of information obtained from other departments of the authority's service, so that when an inquiry comes in it can be dealt with at once without it being necessary to pass on the question to a

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# NATIONAL EXECUTIVE COUNCIL

THE PRESIDENCY: SUPERANNUATION AS AFFECTED BY ECONOMY

SALARY DEDUCTIONS: TRANSFERRED OFFICERS' TENURE

QUESTION: N.A.L.G.O. INSURANCE SCHEMES

Report of the Proceedings of the January Meeting

**M**R. S. LORD, Borough Treasurer, Acton, presided over the quarterly meeting of the Executive Council of the National Association of Local Government Officers, held at 24 Abingdon Street, the headquarters of the Association, on Saturday, Jan. 28 last.

There were also present:

A. G. M. Archibald	A. M. Imrie
W. W. Armitage	G. Llewellyn
W. G. Auger	W. E. Lloyd
J. T. Baker	J. Moss
H. Begg	H. S. Newton
C. G. Brown	A. Denison Ogden
J. Chaston	A. Pinches
G. W. Coster	C. A. W. Roberts
F. R. Finch	A. Webb
T. Freeman	W. H. Whinnerah
J. E. Gee	J. W. Wilkinson
V. Grainger	F. J. Willett
F. W. Greenhalgh	Dr. A. Wotherspoon
D. L. Griffiths	Mrs. G. Franks
P. H. Harrold	

The Secretary, Mr. L. Hill, read a letter from Sir Lynden MacCassey, offering his sympathy in the great loss the Association had suffered in the death of Mr. F. Marsden. Letters were also read from several branches of the Association desiring to be associated with any message of sympathy sent from the N.E.C. to Mr. Marsden's family.

At the express wish of the Council, Mr. S. Lord undertook to fill the office

the chair, the appointment of a vice-chairman being left open.

A letter was read from Sir Tom Percival asking that for reasons of health he should not be nominated by the Council for the Presidency of the Association. He was prepared, if it were the wish of the Council, to remain a vice-president for a further year, at the end of which time he hoped his health would permit him to offer himself further in the service of the Association should they desire him to become their President. Sir Tom Percival was thereupon re-elected Senior Vice-president.

It was decided to ask Mr. Cecil G. Brown, the Junior Vice-president, to accept the office of President in Sir Tom Percival's stead. Mr. Brown announced that providing he was still occupying an official position in the local government service at the time of the Conference, and that he was eligible, he would accept office. There was, however, a little doubt as to his immediate future at Cardiff, the possibility being that he would retire before the date of the Conference. In these circumstances it was agreed to defer any decision on the Presidency until the March meeting of the Council, when it was hoped that Mr. Brown would be in a position to give a decision.

The following names were submitted by the District Committees for consideration by the National Executive in electing one Vice-president:—W. W. Armitage, Head, Plumbing Department, Sheffield C.B.; G. R. Butterworth, Borough Treasurer, Hastings; C. G. Brown, Town Clerk, Cardiff; F. R. Finch,



**MR. F. J. WILLETT**  
Elected Chairman, National  
Executive Council

Deputy Director of Education, Willesden; D. L. Griffiths, Town Clerk, Aldershot; F. H. Harrod, M.C., Director of Education, Coventry; N. T. J. Moses, Borough Treasurer, Newport; V. J. Moore, M.A., Director of Education, Walsall; Col. E. S. Sinnot, County Surveyor, Gloucestershire; E. W. Tame, Town Clerk, Birkenhead; and Dr. Wotherspoon, Medical Officer of Health, Stoke-on-Trent.

A ballot was taken upon the following nominations:—W. W. Armitage, F. R. Finch, E. W. Tame, Dr. Wotherspoon. Dr. Wotherspoon was elected.

## LAW AND PARLIAMENTARY

**T**HE report of the Law and Parliamentary Committee, submitted by the Chairman, Mr. C. G. Brown, dealt with a very large number of cases of legal assistance to members, on three of which Counsel's opinion had been obtained.

The Bills being promoted by local authorities in the Parliamentary Session 1932-1933 had, it was stated, been examined by the Association's Parliamentary Agent and the Legal Secretary, and action was being taken on behalf of members wherever necessary. Action had been taken in regard to Orders deposited under the Private Legislation Procedure (Scotland) Act, 1899.

On the question of superannuation as affected by the economy salary reductions, it was reported that a letter dated January 6, 1933, had been received from

the Ministry of Health to the effect that owing to opposition by two other Government Departments which had unexpectedly arisen the Minister regretted that it would not be practicable to introduce a Bill so widely drawn as that introduced by Sir Henry Jackson, M.P., during the previous Session. The letter said:—

It is understood, however, that in a number of areas the reductions of salary, etc., have been effected in pursuance of an agreement made between the local authority and their officers which extends to an undertaking that superannuation allowances and contributions shall not be affected by the deductions. It is further understood that superannuation contributions have been made, and superannuation allowances paid, in accordance with the provisions of those agreements. Agreements of this kind have no statutory authority and I am to request that the Minister may be furnished at an early date with the observations of the Association upon the proposal



**MR. SAM LORD, F.I.M.T.A.**  
President of N.A.L.G.O.

of President (an office he vacated upon Mr. Marsden's election at the annual Conference of the Association last year) for the remainder of the Association's year. Mr. Willett, vice-chairman, assumed



## LAW AND PARLIAMENTARY

(Continued)

that legislation should be introduced to validate the continuance of such agreements, including the arrangements made as to superannuation, for a limited period.

A copy of Headings for a Bill on the lines proposed was enclosed, from which, however, it appeared that the Bill would not cover the case of officers who had not been contributing for superannuation because at the date when their posts were designated as established posts they had attained the age of 55 or more.

It had been decided to inform the Ministry that in the circumstances the Association was prepared to accept a Bill on the lines suggested by the Department, provided that the scope of the Bill was extended to embrace not only officers who had been making superannuation contributions, but also officers who had not been contributing for superannuation under the Local Government and Other Officers' Superannuation Act, 1922, because at the date when their posts were designated as established posts for the purposes of the Act they had attained the age of 55 or more.

The attention of the Association had been called to the fact that a number of District Auditors had expressed the view that transferred officers under the Rating and Valuation Act, 1925, whose superannuation rights under the Poor Law Officers' Superannuation Act, 1896, had been preserved by the former Act were not entitled to have increases of remuneration received by them since the date of transfer reckoned as part of their emoluments for the purposes of the latter Act. In view of the importance of the matter to a very large number of transferred officers under the Act of 1925, Counsel's opinion on the question had been obtained, and he had advised that such transferred officers were entitled to have taken into account the increases of salary received by them since transfer for the purposes of the Superannuation Act of 1896.

Counsel's opinion had also been taken on another important superannuation question. A number of recent Corporation Acts contain a provision to the effect that the Corporation may, if they think fit, in cases not within the Workmen's Compensation Act, or the Teachers' (Superannuation) Acts, and not entitled to benefits under a scheme adopted under the Local Government and Other Officers' Superannuation Act, 1922, grant a weekly or other allowance, or in lieu thereof a gratuity of any sum (not exceeding two years' pay) to the widow or family of an officer or servant who may die in their service. Recently an officer of a Corporation who held an established post for the purposes of the Act of 1922 died before becoming entitled to a superannuation allowance, and the Corporation, in pursuance of the provisions of Section 12 (1)

of that Act, paid to his legal personal representative a sum equal to the amount of his superannuation contributions, together with compound interest at the rate of 3 per cent. A question was then raised whether the Corporation could, in pursuance of a provision in a local Act similar to that referred to above, grant an allowance or gratuity to the widow, it being suggested that the payment made up of superannuation contributions and interest made by the Corporation to the deceased officer's legal personal representative under Section 12 (1) of the Act of 1922, was a benefit under a scheme established by the Corporation under the last-mentioned Act. The Association obtained the opinion of Counsel, who advised that as a payment made under

Section 12 (1) of the Act of 1922 was not payable under a scheme but under the Act, such a payment was not a benefit under a scheme, and consequently the Corporation's powers to grant an allowance or gratuity of a sum (not exceeding two years' pay) to the widow in pursuance of the provisions of the Corporation Act were unaffected by that payment.

Since the last meeting of the Committee three compensation appeals under the Local Government Act, 1929, had been transmitted to the Minister of Health, and each appeal had been successful. During the same period, the following cases had been dealt with at Headquarters: Compensation for loss of office or emoluments, 16; conditions of service of transferred officers, 5; superannuation, 51; general legal questions (other than the particular cases referred to in the Committee's report) 34.

The report, as submitted, was adopted.

## POOR LAW TRANSFERRED OFFICERS

MR. G. W. COSTER, Chairman of the Poor Law Transferred Officers' Committee, in submitting a report stated that the attention of the Association had been called to the fact that the Durham County Public Assistance Committee, before the administration of the Means Test had been taken out of their hands and transferred to Commissioners, had refused to approach the Ministry of Labour for additional remuneration for the officers of the Public Assistance Department who had been required to do a great deal of additional work in connection with the Test, and that it had been decided to address a letter to the Ministry urging the Department to communicate with the Committee and any other Public Assistance Committee who have made no application to the Ministry for a grant for the purpose of remunerating their staff similarly engaged in administering transitional payments under the Unemployment Insurance Scheme, intimating that the Minister was prepared to make a grant to cover reasonable remuneration in proper cases.

Correspondence had taken place between the Association and the Ministry of Health with reference to the tenure of office of Clerks to Guardians' Committees. The Ministry had pointed out that in so far as Clerks to Guardians' Committees were ex-Clerks to Guardians who were transferred officers under the Local Government Act, 1929, their tenure of office had been preserved by that Act and Article 8 of the Public Assistance Order, 1930, and consequently they could not be dismissed except by the Minister, but that so far as appointments after April 1, 1930, were concerned, whether a Clerk to a Guardians'

Committee was or was not an Assistant (or Deputy) Public Assistance Officer was a question of fact to be ascertained by reference to the facts of each individual case and the intention of the parties as expressed in the terms of the officer's appointment. There was no presumption that an officer appointed Clerk to a Guardians' Committee was, as such, an Assistant Public Assistance Officer—this would depend upon the nature of the duties which the officer had to perform. It had been decided to address a letter to the Ministry of Health urging that in any future Order made by the Minister to amend the Public Assistance Order, 1930, there be inserted a provision to the effect that a person holding the office of Clerk to a Guardians' Committee shall be a Senior Poor Law Officer.

The attention of the Transferred Officers' Committee had also been called to the opinion expressed in the report of the Committee on Local Expenditure (England and Wales) that the scale of salaries prescribed for Registrars of Births, Deaths and Marriages by the Registrar-General was "unreasonably high" in relation to those paid to local government officers generally, and it had been resolved that the Registrar-General be asked to discuss this matter with the Legal Secretary.

Reports were also submitted by the Committee on the compensation and superannuation claims of a number of transferred officers. In two cases compensation, and in one a superannuation allowance, had been refused by the authority concerned. In each case an appeal to the Minister of Health had been submitted by the Association on behalf of the officer with a successful result.

The report was adopted.



## PUBLICATIONS AND RECREATIONS

ON the suggestion of the Yorkshire District Committee that more space be devoted to the issue of the LOCAL GOVERNMENT SERVICE in which the Annual Conference is reported in order to amplify the report and give more prominence to the debates, it was decided to increase the issue covering the Folkestone Conference by four additional pages.

The report of the Croyde Bay Camp Sub-Committee was approved and adopted. This report dealt with a number of suggestions made by campers for the improvement of the camp, including the reduction of the charges made for tennis, putting, and garaging, and the prices in the canteen. In addition to their adoption the Sub-Committee's recommendations on items of maintenance and improvements estimated to cost nearly £850 were approved, and included the erection of additional blocks of single huts, an additional store hut, a billiards room, a refrigerating plant, four more garage compartments, duck-boards and steps over the dunes, and a prize shop in the Pavilion.

The Cayton Bay Camp Sub-Committee submitted its report recommending the purchase of a site of 94 acres near Scarborough, including two bungalows for £4,000. The proposal was approved, together with the Honorary Architect's scheme for the layout and erection of the Camp. A description of the Camp, which will be opened on July 1 next, is contained in another page.

Among other matters was a suggestion by a branch that an annual list of the names of wholesalers and manufacturers who have joined the Association's Thrift Scheme be circulated amongst members and was not adopted. The Committee was informed that green fees for golf and bowls of 2s. 6d. and 1s. per player would be charged in connection with the Conference competitions, and authorised their collection with the usual entrance fees. It was decided to inform a member who desired to use the name of the Association in connection with a Postal Photographic Society, that the Committee could not give its approval as the activity would not be organised by Headquarters and under the control of the National Executive Council.

## NALGO BUILDING SOCIETY

THE Committee of Management approved the report of six meetings of the Sub-Committee showing that 144 advances totalling £89,820 had been authorised. It was also decided to submit certain amendments of rules, suggested by the solicitors, to the annual meeting for approval. The Committee was informed that 1,908 members had been enrolled since the Society was inaugurated.

## SERVICE CONDITIONS AND ORGANISATION

IT was reported by the Service Conditions and Organisation Committee that the Royal Commission on Unemployment Insurance (to which the Association had submitted a memorandum of evidence advocating the exception of local government officers from unemployment insurance without differentiation in the treatment of local government officers as compared with teachers and civil servants) had recommended "a continuation of the arrangements which operate at present—that certain publicly controlled services, such as teachers and police, should be excepted by Statute; and that the Minister should have power to grant, under certain conditions, certificates of exception to a proportion of workers employed by Government Departments, local authorities, and public utility undertakings."

The Sub-Committee on the Recruitment and Training of Nurses, with Dr. A. Wotherspoon in the chair, had given consideration to the *Lancet* Commission on Nursing's report, and other documents bearing upon the terms of reference, including scales of salaries and conditions of service, and had forwarded its conclusions to the Society of Medical Officers of Health; Women Public Health Officers' Association; Association of Hospital Matrons; and the County and County Borough Matrons' Association; with a request for their observations.

A sub-committee, under the chairmanship of Mr. J. W. Wilkinson, had surveyed the whole question of Whitley Councils together with suggestions for implementing a propaganda campaign, in order to create the atmosphere necessary to the formation of a complete system of such councils for the local government service, and resolved to recommend:—

- (a) That an intensive propaganda campaign in favour of Whitley Councils be commenced which, in the first instance, should be conducted amongst members of the Association, in order to convert to the principle of Whitleyism those who have not actively worked in that behalf;
- (b) That the branches be approached on the subject; that the District Committees be asked to undertake the co-ordination of propaganda efforts in their respective districts; and that the sectional and professional societies which are members of the Standing Joint Committee, be asked to assist in the propaganda campaign.

It was also recommended that the subject of Whitley Councils should be treated as a special subject for discussion at the Conference.

At the same time the Sub-Committee had deferred consideration of the formation of a Whitley Council for the Extra Metropolitan Area pending the issue of

the propaganda circular to branches. A meeting of representatives from the branches concerned was being arranged.

It was reported to the Committee that the Industrial Councils' Bill which seeks to encourage the formation of industrial councils and to legalise voluntary agreements, had been introduced into Parliament and was influentially supported. A distinctive feature of the Bill was a provision whereby the decisions of an industrial council may be confirmed by an Order of the Minister of Labour, and such decisions may be applied to the whole industry or any part thereof as the Minister may determine; evasion of or non-compliance by an employer in regard to such decisions affecting the minimum rates, time rates or basic piece work rates of wages or to hours of labour or other matters are deemed to be an offence and punishable on summary conviction by a fine not exceeding £50 for a first offence and by imprisonment without the option of a fine for a wilful continuance of such evasion or non-compliance. Clause 5 provides that the Bill includes an association such as N.A.L.G.O., and a local authority within the meaning of the Local Government and Other Officers' Superannuation Act, 1922, also an officer or servant within the meaning of that Act.

Information was laid before the Council of the registration of new branches at East Cleveland (North-East District), Teignmouth (South-Western District), Wetherby (Yorkshire District) and Wombwell (Yorkshire District).

Questions relating to the proposed imposition by certain authorities of conditions restricting their freedom in certain directions had been considered by the Committee and the view expressed that the imposition of inquisitorial inquiries was highly objectionable and branches were advised to suggest to their Councils that they should keep within the procedure applicable to the Civil Service which, briefly, precluded the officer from accepting any post which would require his or her attendance at any time between the hours of 10 a.m. and 6 p.m.; no officer may engage in any activity which would in any way impair his usefulness as a public servant, or in any occupation which might conflict with the interests of his department or be inconsistent with his position as a public servant.

The report of this Committee was approved.

### ABERDARE N.A.L.G.O. DANCE

"A very happy function" describes the annual dance held at the Welfare Hall, Aberdare, on February 9, under the auspices of the Aberdare Branch of N.A.L.G.O. The dance was organised for the benefit of the Benevolent and Orphan Fund, Mr. David Evans acting as M.C. Mr. Trevor J. Hopkins and Mr. David Evans were the organisers.



## EDUCATION

MR. J. CHASTON, the chairman, submitted the report of the Education Committee dealing with a number of matters connected with the N.A.L.G.O. Examinations. It appeared that thirty-seven applications for exemption from the preliminary examination had been received, thirty-two being granted. Two applications for exemption from the intermediate examination were also considered, but neither was granted, as the appropriate alternative qualifications had not been obtained by the applicants. For the N.A.L.G.O. Examinations, held on January 26, 27, and 28, eighty-four candidates presented themselves at the twelve centres. The Committee had decided to introduce conditions into the regulations governing the examinations to provide for candidates for the intermediate examination holding appointments under local authorities at the date of their entry. In the final examination a similar condition is to be adopted with the additional proviso that such appointments must have been held for three consecutive years prior to the date of entry.

A report was considered showing that a

number of meetings connected with the educational programme of the Association have been held by various branches, and that the Liverpool Area Education Committee arranged a meeting at the University of Liverpool when the Vice-chancellor addressed members from the Liverpool and neighbouring branches on November 25. The Town Clerk of Liverpool was in the chair, and was supported by a number of chief officers. The meeting was extremely well attended and proved to be a great success.

Arrangements had been made for the Sister Tutor Scholarship Examination to be held on May 20, 1933. As in previous years, the College of Nursing had consented to examine N.A.L.G.O. candidates along with those of the College.

The report of the activities of the N.A.L.G.O. Correspondence Institute was exceedingly promising, revealing that 783 students had enrolled during 1932, compared with 728 during 1931. Receipts from fees in 1932 amounted to £3,876 as compared with £3,525 in 1931. The largest increase of new students is in connection with the course for the Relieving Officers' Examination.

## FINANCE AND GENERAL PURPOSES

IN the submission of the report of the Finance and General Purposes Committee, the appointment of Mr. A. A. Garrard as a representative of the Association on the National Council of Social Service was recommended, a vote of thanks being accorded to him for his services during the past year. The question, it was stated, had arisen whether the work performed by the voluntary bodies which had been created, or were being created, by the National Council was that which would normally be performed by full-time local government officers and, if so, the extent to which local government officers were being displaced thereby.

Upon inquiry of the Secretary of the Council, Mr. Garrard had been assured that such was not the case. It was considered most unlikely that there was any displacement of local government officers by reason of the work of these voluntary bodies. A confidential memorandum was circulated to the members at the meeting of this organisation, in which the Executive Committee expressed the view that the growth of the Council's work has reached a stage at which its constitutional practice should be revised and certain proposals for the preliminary consideration of the Council were put forward. Under this revised constitution N.A.L.G.O. would have a seat by right on the Executive Council.

The Committee further recommended the appointment of Mr. F. R. Finch to represent the Association on the London

"Safety First" Council for the coming year, thanks being accorded him for his past services in this particular connection.

The Conference Agenda Sub-Committee had considered the arranging of a special session at Conference, and recommended that the principle of arranging a discussion at this session be approved and further that the subject of "Whitleyism" be put forward, together with a notice of motion in accordance with the recommendation of the Sub-Committee on Whitley Councils. It had been arranged that adequate advance statements be circulated to the Press.

The Committee's report, together with the recommendations contained therein, was adopted.

## LOGOMIA

THE report of the Logomia Board of Management submitted by Mr. G. W. Coster contained a statement of the progress made by the Life Department during 1932, revealing that new policies for sums amounting to £218,696 were issued, an increase of £158,485 over the 1931 figures. The business transacted by the Fire Department also shows a substantial increase, new policies giving cover for £572,858 having been issued during 1932 as against £427,516 in 1931.

It was also reported that Dr. D. J. Thomas, M.R.C.S., L.R.C.P., D.P.H., Medical Officer of Health for Acton, had kindly consented to act as an additional

Honorary Medical Referee for the Life Department.

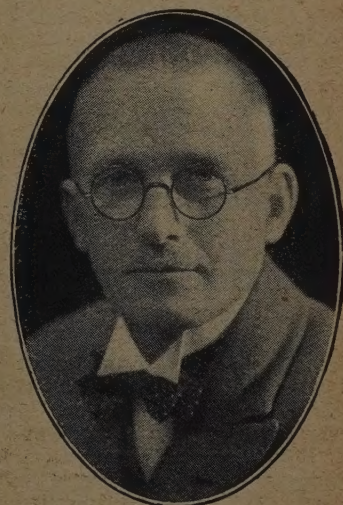
The report was adopted.

## PROVIDENT SOCIETY

THE report of the Committee of Management of the Provident Society was submitted by Mr. W. H. Whinnerah, wherein it was stated that at the last Annual General Meeting of the Provident Society there had been referred back for further consideration by the Committee proposals to amend the rules to provide that the Trustees and Treasurer for the time being of N.A.L.G.O. should be the Trustees and Treasurer respectively of the Society. Correspondence had taken place between the Society and the Registrar of Friendly Societies, in the course of which the latter stated that the proposed amendments were open to objection because they might appear to restrict in some way the exercise of the members' right to make certain appointments which should be unfettered. In view of the Registrar's expression of opinion the Committee had decided to take no further action in regard to the proposed amendments, but to submit a notice of motion to the Annual General Meeting, 1933, to amend Rule 23 (Treasurer) to provide that the treasurer be elected annually by the members of the Society and that his duties shall be as prescribed by the Committee of Management.

The Committee had again had under consideration the question of continuing to accept a certificate of a chief officer in lieu of a medical report in respect of each new entrant under forty years of age and of paying the doctor's fee in respect of new applicants over that age, and had decided to continue the existing practice until December 31, 1933.

The National Executive Council adopted the report.



MR. G. A. STONE  
The New Member of the N.E.C.



## NATIONAL EXECUTIVE COUNCIL

(Continued)

### BENEVOLENT AND ORPHAN FUND

**T**HE Benevolent and Orphan Fund Committee of Management reported that 42,908 copies of the "Help Yourself" Annual had been sold during 1932 as compared with 40,420 copies in 1931, and that as a result the sum of £2,959 had been credited to the Fund. Consideration was given to the allocation of the proceeds derived from the sale of the annuals to various orphanages, hospitals, sanatoria, etc., and it was decided to appoint a special sub-committee to consider and report on the matter to the next meeting of the Committee of Management.

The result of the Amateur Photographic Competition was reported, it being decided that a similar competition in aid of the Benevolent and Orphan Fund would be held during 1933.

The report, submitted by Mr. H. S. Newton, was adopted.

### APPROVED SOCIETY

**T**HE Approved Society Committee of Management received a report from the Legal Secretary regarding the question of incorporating in the Society's rules the present practice of electing the Management Committee, and after discussion it was decided to consider at the next meeting an amendment of the rules to provide for voting by proxy.

It was further reported that the Chairman of the Committee had been appointed to represent the Approved Society at the annual conference of the Association to answer any questions that might arise.

Consideration was given to the question of enforcing the Society's Rule K, where members have ceased to be members of the N.A.L.G.O., although eligible for membership, and it was decided that the secretary should obtain particulars of such members from the local correspondents and report to the next meeting of the Committee of Management.

This report was adopted.

### NALGO PROVIDENT SOCIETY

#### ALLOCATION OF SURPLUS FUNDS

**I**T has been decided to distribute 8½d. for each rs. contributed to the Common Sick Fund for the year 1932. The decrease from 9d., the amount distributed for 1931, is the result of the heavy increase in claims for sickness benefit experienced during the past year, which has been due mainly to the influenza epidemic in the months of February and March, but partly also to the fact that each year the existing members have grown older, and, as is shown by statistics, their liability to sickness is naturally becoming greater. This means a heavier drain on the Society's funds for sickness benefit, and although over 1,300 new enrolments were effected during 1932, these have not been sufficient to maintain the transfer of surplus funds at the high level of 9d. for every shilling contributed.

## SUPERANNUATION ACT

### Position in Lancashire and Cheshire

**O**N Tuesday, January 31, at the joint invitation of the Lancashire and Cheshire Whitley Councils, Mr. S. LORD, Borough Treasurer of Acton and President of the National Association of Local Government Officers, addressed a conference of local authorities in the Town Hall, Manchester. Mr. Lord stated that although the 1922 Act was permissive only in character the response had been remarkable; over 870 having adopted it. Over 90,000 officers and 120,000 workmen were now under superannuation. So far as officers only were concerned, the Ministry of Health figures showed that only 5,000 officers in the whole country were without superannuation. A disproportionate fraction of this number were employed by authorities in Lancashire and Cheshire, and this was probably owing to the large number of small authorities employing less than fifty persons, which was the minimum requirement for a separate scheme to be set up. He heartily endorsed the suggestion to form a scheme or schemes under the aegis of the Provincial Whitley Councils, under the control of a combined committee, similar to the one for the West Riding authorities.

Mr. Lord gave a clear resume of the provisions of the 1922 Act and convincing quotations by independent authorities as to the value of superannuation to local councils themselves. The basis of the fund assured complete solvency and in his experience every fund had shown on the quinquennial valuation a useful surplus. The Act provided that these surpluses could be used by the local authorities to reduce their contributions, so that their liability was a reducing one. One authority with some 300-400 contributors had accumulated in its Superannuation Fund already some £70,000, the interest on which was greater than the annual contribution of the council to superannuation. The Superannuation Fund could also be borrowed by the local authority for housing and other purposes, the rate of interest being in the hands of the authority.

The conference decided to have copies of Mr. Lord's address circulated with a view to further consideration being given to the matter.

### DO YOU TRAVEL?

In the last two issues the attention of readers has been drawn through our advertisement pages to the splendid facilities for travel provided by the Dean & Dawson Service. Should you wish to avail yourself of these facilities, which will add greatly to comfort and convenience as well as enable you to enjoy the many other advantages offered by this well-known firm of travel organisers, you are advised to send in the coupon appearing in the advertisement in this issue and have yourself registered at once under the Public Services Scheme. It will cost you no more, while at the same time your travel arrangements will be made easier and happier in every way.

## CONFERENCE BULLETIN

**D**ELEGATES to the Folkestone Conference are not going to be idle. Even the first draft of the programme is likely to unsettle the breasts of the indolent—if there are any such in N.A.L.G.O. Folkestone, by the way, is making what is believed to be an innovation: in addition to detailed programmes which are to be circulated with the local guides, summary programmes on small cards, convenient for the pocket and easy for reference during the rush of events, will also be circulated.

Certain privileges will be granted to delegates by the Corporation during conference; these summary programme cards will also serve as vouchers to enable delegates to assert that superiority which the Corporation is according them.

It will not be all business. The programme includes some attractive excursions. There is a day trip to Boulogne which is likely to be very popular. This event bids fair to catch out those members who, when called upon at branch social functions, protest that they can't sing for toffee. Some preliminary correspondence with the Mayor of Boulogne regarding facilities has elicited from a pushing French song writer the information that the Boulogne municipal band is going to meet us at the harbour; the band is sure to play the "Hymne A L'Entente Cordiale"; furthermore, this P.F.S.R. suggests that our party would doubtless like to join in singing with the band, and he would therefore be pleased to supply "hymn sheets" at 2 fr. each. Here is our opportunity—"Make sweet melody, sing many songs, that thou mayest be remembered." Francis J. Cooper.

### SIR TOM PERCIVAL

Although the health of Sir Tom Percival, N.A.L.G.O.'s senior vice-president, has not been all that could be desired during the past twelve months, the news of his collapse, only a few days after representing the National Executive Council at the funeral of Mr. F. Marsden, came as a very great shock. For some days Sir Tom's condition was regarded with apprehension, but we are happy to be able to state that the noticeable improvement continues, and we hope shortly to see Sir Tom about again.

Mainly for health reasons, Sir Tom Percival was obliged to decline the invitation of the National Executive Council to succeed the late Mr. Marsden at the Folkestone Conference. As reported on another page, Sir Tom has allowed himself to be re-nominated a vice-president, thus deferring for one year his acceptance of that office to which, it is generally agreed, he is so admirably suited. Sir Tom is assured of the goodwill of the Association throughout the country in his present indisposition, while the hope of his early return to full health will find general endorsement.





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# NATIONAL EXECUTIVE COUNCIL

## REFERENCES FROM THE ANNUAL CONFERENCE, 1932

Some of the References were dealt with in the January, 1933, issue, page 22.

### 'FLU VICTIMS Cost to Large Friendly Society.

The Nalgo Provident Society has been a great source of benefit to members during the present epidemic. Over £5,000 has been paid to those who have been attacked by this terrible disease, which continues to baffle the medical profession. This periodic tax on the health of the nation is assuming tremendous proportions and in augmenting the expense of its members to enable them to meet the extra expense of Doctors, Medicines, etc., the Society is

## ARE YOU A MEMBER?

For 6/- per month  
the Nalgo

## Provident Society

● **PAYS** You £2 2s. weekly whilst sick.

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● **RETURNS** You most of your payments—usually nearly 75 per cent.

## YOU MUST JOIN

## Nalgo Provident Society

24 Abingdon Street, London, S.W.1

### Reference

#### Salaries and Grading Schemes

Sir Arthur P. Johnson, on behalf of the National Executive Council, intimated acceptance of the reference back of paragraph 14 (Salaries and Grading Schemes) of the Annual Report and, with the consent of the Conference, the paragraph was REFERRED BACK.

#### Decision of National Executive Council

Paragraph 14 of the Annual Report which was presented to the Annual Conference held in Weston-super-Mare at Whitsuntide, 1932, is as follows:—

### Reference

#### Salaries and Grading Schemes

Inasmuch as Local Government Officers are the only Public Servants whose salaries are not regulated by National Awards, this Conference urges the National Executive Council to consider the possibility of either

- (1) the making of three-party agreements on a national basis as between Associations of Employing Authorities, the National Association of Local Government Officers and appropriate Government Departments, such agreements to be binding on all parties and enforceable by Departmental Regulations, or
- (2) the introduction of legislation which will make it obligatory on Local Authorities to adopt and implement salaries and grading schemes, such schemes to be subject to the approval of the Ministry of Health and terminable only after due notice.

### Report

Your Council has given consideration to the above reference, but, owing to the emergence of the national financial crisis and the issue to local authorities of departmental circulars suggesting economies in salaries, it is practically impossible to frame proposals for carrying out the objects referred to in the reference until more stable conditions prevail.

Your Council will, however, give further consideration to these questions at the first opportunity moment.

#### Decision of National Executive Council

The following is a summary of the views of the National Executive Council on the questions of salaries and grading schemes:—

- (a) That the first essential in the arrangement of satisfactory standards of pay and conditions in the local government service is the establishment of means whereby those subjects can be discussed between representatives of the local authorities and this Association through the medium of Whitley councils and committees or otherwise and that mutual agreement between the parties referred to should precede any question of enforcement by legislation or otherwise;
- (b) That the question of the compulsory operation of such agreements as the result of departmental regulations or legislation requires careful consideration in the light of the circumstances under which agreements on service questions might be arrived at;
- (c) That the Association would support proposals along the lines provided for in the Industrial Councils' Bill now before Parliament which would provide for regular negotiations through Whitley council machinery and the compulsory operation of the decisions of such councils by means of a departmental order in cases where the Whitley councils represent the major portion of those concerned in a particular industry or service.

### Reference

#### Proposed General Superannuation Bill

That this Conference, whilst recording its appreciation of the sustained effort of the National Executive Council in pressing the claim for a compulsory Superannuation Act, views with increasing anxiety the continued

delay in establishing such an enactment and appeals to H.M. Government to adopt as a Government measure a Bill to ensure superannuation for all local government officers and to devote the necessary time during the present session to its passage into law, particularly having regard to the anomalies in the respect created under the operation of the Local Government Act, 1929.

That the gist of this resolution be conveyed accordingly to H.M. Government.

#### Decision of National Executive Council

In accordance with the decision of the Conference, the terms of the above resolution were conveyed to the Minister of Health, but, so far, no statement has been received from him.

Whilst it would appear that the present state of Parliamentary business will preclude the immediate introduction of a Bill to provide for the compulsory superannuation of local government officers, your Council has noted with appreciation the following pronouncement of the Minister of Health on this question at the opening of the summer school for England and Wales on July 2, 1932:—

"... the 1929 Local Government Act is a 'very full meal' and I do not propose to add any fresh dishes to the menu. That does not mean that it is necessary to postpone indefinitely amending legislation with regard to the superannuation of local government officers, of which question I shall make an exception and reserve it for consideration."

This announcement was made on the day following the issue of the letter from the Chancellor of the Exchequer to the London County Council and the associations of local authorities, setting up the committees on local expenditure, and it is comforting to know that, even in that atmosphere, the Minister of Health appreciated the importance of a national superannuation scheme.

### Reference

#### Agenda Committee for Conference

That in view of the necessity for some co-ordination of the notices of motion submitted by the various branches—many of which have a similar purpose in view—it is desirable that an Agenda Committee be appointed to deal with all such matters. That the National Executive Council be instructed to consider and report hereon to the next Conference with recommendations as to the formation of such Agenda Committee.

#### Decision of National Executive Council

The National Executive Council recommends that the Agenda Committee should consist of:

- (i) the President of the Association;
- (ii) the Immediate Past President;
- (iii) the Chairman of the National Executive Council;
- (iv) the Vice-Chairman of the National Executive Council;
- (v) the Honorary Solicitor for England; and that it should have the following powers:—
- (a) to regard any notice of motion on any particular subject as an amendment to a notice of motion that may be submitted by any other competent body;
- (b) to group together, under one motion or amendment, all notices of motion and/or amendments which have a precisely similar object and to use the phraseology of the motion or amendment which, in its opinion, expresses most comprehensively the object of the motions and/or amendments;
- (c) to re-arrange the order of business and the order of the submission of notices of motion and/or amendments so as to provide full co-ordination of agenda items and annual report paragraphs;
- (d) any such other relevant powers as it considers necessary to give effect to the foregoing.



## NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

### HEADQUARTERS:

24 ABINGDON STREET,  
WESTMINSTER, S. W. 1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," "Education," or "Special Activities." Telephone: Victoria 8592 (6 lines). Telegrams: Natassoc, Parl, London.

### IMPORTANT DATES

- March 2.—Committees of the National Executive Council.  
March 3.—Re-union (camp and cruise), Portman Rooms, Baker Street, W. 1, 7 to 12 p.m. Tickets 2s. 6d. from Headquarters.  
March 4.—Committees of the National Executive Council.  
March 18.—National Executive Council.  
March 25.—Renewal premiums due on N.A.L.G.O. household Insurance Comprehensive Bonus Policies.  
March 30.—Last day for applying for admission to N.A.L.G.O. examinations in May.

### CASUAL VACANCY, N.E.C.

The following nominations have been received in connection with the casual vacancy in the Yorkshire District caused by the death of the late Mr. F. Marsden: Mr. H. Allen, West Riding C.O., Mr. H. Burton, Shipley, Mr. J. W. Horwill, Bradford, Mr. E. Moore, Halifax, Mr. R. Wildgoose, Leeds.

### N.A.L.G.O. COLOURS

The well-known firm of wholesale manufacturers who produce the articles made in the Association's registered colours are replenishing their stocks in anticipation of a further large demand during the coming season. These goods are of the best quality, and are obtainable from Headquarters or through Branch Secretaries at the following prices: Sports Badges—Blazer (pocket size), 2s. each. Ties (silk or knitted), suitable for business or sports wear, 2s. each. All silk Ties, 3s. 6d. Scarves, black ground with stripes, or white with stripes, 10s. each. Tobacco Pouches, silk covered, 2s. each. Better quality, 3s. each. Ribbon, corded silk  $\frac{1}{2}$  in. wide, 10d. per yard. Material, as used for ties, 24 in. wide, 7s. per yard. Blazers, good quality flannel, in sizes 36, 38, 40, 42 in., 28s. 6d. each. Blazer material, 27 in. wide, 5s. 3d. per yard—4 yards required for a blazer.

### BRANCH OFFICERS PLEASE NOTE

Remittance of all moneys due to the Association, if not sent on February 28, according to rule, should be made to Headquarters forthwith. Gummed labels, printed with the address of the general secretary, may be purchased from Headquarters at 6d. per 100.

### COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months: September, 41; October, 43; November, 43; December, 43; January, 42; February, 41. The percentage increases in each of the five groups on which the Index Figure is based are as follows:—

	DEC.	JAN.	FEB.
Food .. ..	25	23	22
Rent .. ..	55	55	55
Clothing ..	90	90	85
Fuel and Light ..	75	75	75
Other Items ..	70	75	75

## HEADQUARTERS AND BRANCHES

The following Circulars have been remitted to branch honorary secretaries from Headquarters:—

JANUARY 30

Circular No. 10/Log/1933. (To Local Correspondents.)

(a) Stating that a cheque in respect of commission on new business and/or collecting fees due from the Life and Fire Departments, is shortly to be forwarded to branch treasurers.

(b) Regarding Life and Endowment policies.

FEBRUARY 3

Circular No. 11/Con/1933.

(a) Enclosing two copies of form E.L.1 for nominating candidates for election to N.E.C.

(b) Giving particulars regarding the nominations.

(c) Information relating to the voting.

Circular No. 12/Gen/1933.

(a) Enclosing article by Dr. Alfred Cox which appeared in the press.

(b) Stating that further copies are available.

(c) Enclosing copy of first list of hotels and boarding houses at Folkestone.

(d) Enclosing copy of street map of Folkestone.

Circular No. 13/1933.

(a) Regarding the Canary Islands Cruise.

(b) Giving particulars relating to N.A.L.G.O. Holiday camps and enclosing two booking forms.

(c) Stating that a new camp booklet will shortly be sent to branches.

(d) Enclosing leaflet giving details of the re-union of the Croyde Bay campers and Canary Islands Cruises.

FEBRUARY 9

Circular No. 14/AS/1933.

(a) Requesting name and membership number of any approved society member who has ceased membership of the parent Association, irrespective of whether he or she is affected by Rule K or not.

(b) Detailing Rule K (regarding membership of the society).

FEBRUARY 20

Circular No. 15/Log/1933. (To Local Correspondents.)

(a) Regarding the renewal of insurance policies and requesting that attention be drawn to the advantages of N.A.L.G.O. policies.

(b) Enclosing copy of circular 16 and requisition form for further copies for distribution among members.

Circular No. 16/Log/1933.

Giving particulars of Householder's Comprehensive insurance schemes and signed and circulated by local correspondents.

Circular No. 17/Log/1933.

(a) Regarding Nalgo Life Assurance policies.

(b) Giving tables relating to endowment assurances. Signed and circulated by local correspondents.

### N.A.L.G.O. MOTOR INSURANCE

#### Re-Licensing of Cars

Many cars will be re-licensed for the March quarter and the holders of N.A.L.G.O. policies which are at present suspended for an indefinite period will require to have insurance cover reinstated before licences will be granted.

The Association's official insurance brokers, Messrs. Norman Frizzell & Partners, Limited, have asked us to advise members who will require reinstatement of cover from March 25, to give them, if possible, ten days' notice in order to ensure that the necessary arrangements may be made and certificates of insurance issued in good time.

It should be noted that the above does not apply to those policies suspended for a definite period as full cover and the effectiveness of certificates of insurance are automatically reinstated in those cases.

by the West Riding Provincial Whitley Council, agreed that the consideration of matters arising from the report of the Royal Commission on Unemployment Insurance should be referred to the Standing Joint Committee.

## WHITLEY COUNCILS

### Need for Complete Organisation

In 1920 an announcement was circulated in Government Departments and establishments directing attention to the desirability of Civil Servants joining their appropriate associations, it being recognised that for the proper working of the Whitley Council system in the Civil Service the various organisations should be as fully representative as possible. This announcement was re-circulated in 1931.

The Newcastle-under-Lyne Town Council has recently agreed to the establishment of a Joint Committee of seven on each side. His Worship the Mayor, Sir Joseph Lamb, at the recent Branch dinner, stated in the borough of Newcastle they had a committee upon which the N.A.L.G.O. was represented, and on which the point of view of the local government officer was adequately put forward.

Continuing, Sir Joseph said, while association and trade unions protected the rights of individual members, they should deal only with the trade or professional aspect. The associations which kept clear of the religious and political opinions of members were the most helpful to their members.

### LONDON DISTRICT WHITLEY COUNCIL

The London District Council for Local Authorities' Administrative, Technical and Clerical Services met at the County Hall on February 3, 1933. Alderman J. Rooke of Hammersmith was appointed Chairman, and Mr. J. T. Baker, National Executive Council, N.A.L.G.O., Lambeth, Vice-Chairman for the ensuing year. The General Purposes Committee, consisting of nine representatives from each side of the Council, was also appointed, Councillor J. T. Wooster, Poplar, being the only new member.

The Honorary Treasurer, Mr. C. F. M. Powning (N.A.L.G.O., Hampstead) submitted the financial statement, and in view of the balance in hand, it was decided not to make a levy on the constituent bodies for 1933.

The District Council appointed representatives on the Standing Conference of Joint Councils, and in response to a suggestion made (Continued at foot of previous column)

### FOLKESTONE CONFERENCE

1933

#### Dates to Remember

- Mar. 15.—Motions for Conference to be received at Headquarters by 5 p.m.  
Mar. 15.—Nominees for Election of N.E.C. may withdraw up to 5 p.m. on this date.  
April 1.—Journal will contain Conference Agenda.  
April 1.—Report of the N.E.C. to be issued to representatives with Agenda.  
April 15.—Amendments to motions in Conference Agenda to be received by Headquarters by 5 p.m.  
April 15.—Voting Papers for N.E.C. to be in hands of Branch Secretaries.  
April 23.—Voting Papers for N.E.C. to be in hands of members.  
May 1.—Voting Papers to be in hands of Secretary of District Committee by this date.  
May 1.—Journal will contain amendments to motions in Conference Agenda.  
May 2.—Counting of votes for N.E.C. commences in each district.  
May 20.—Conference Agenda (containing motions and amendments thereto) and list of representatives to be forwarded to representatives.  
May 20.—Branches desiring to divide voting strength at Conference to notify Headquarters of allocation.  
May 20.—Last date for receiving entries at Headquarters for Conference Competitions in golf, bowls, and tennis.  
June 3.—Whit Saturday. First day of Conference Proceedings.  
June 5.—Whit Monday (Bank Holiday). Second day of Conference Proceedings.



## Local Government Service

Editorial and Advertisement Offices,  
3 and 4 Clement's Inn, Strand, London,  
W.C.2.

Telephone: Holborn 2288-2289.

Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to THE EDITOR.

MARCH

1933

## NOTES OF THE MONTH

### LEAVE IT TO THE OFFICIAL

A FEW days ago a debate took place in the House of Commons, on the motion of Colonel Baldwin-Webb, the Unionist Member for Southport, urging the Government to keep under constant and active review all means of reducing the number of unemployed by assisting local authorities to undertake essential works of a revenue-producing nature and by encouraging productive industry in general, whereby men and women can be employed in their own crafts.

The Minister of Health, Sir E. Hilton-Young, defended the Government on the grounds that their long-range policy for the reconstruction of industry without resort to artificial aids was showing signs of success. The motion, he said, drew attention to widespread misconception about the policy of the Government in relation to the undertaking of public works on borrowed money by local authorities. He maintained the Government had not instituted an arbitrary blockade, and said that the circular issued by the Ministry of Health in September, 1931, which commended to local authorities that they should not embark on a wholesale and ill-considered course of cutting down expenditure, whatever might be its character, still held good. That was general advice against indiscriminate and harmful economy.

For our part we have always maintained that a sound revision of public expenditure based upon the advice of the expert permanent official would bring the best

results. Officials of local authorities are not concerned with the policies of political parties; they have only one objective—economy and efficient administration. If they are taken into the confidence of the councils most of them will be prepared to give an impartial report on economical administration.

### Sir William Ray's Admission

This idea is at last penetrating to the mind of Sir William Ray, the Chairman of the Committee on Local Expenditure (England and Wales). At a meeting of the London County Council held on February 14, on a motion set up by a committee to revise the salaries and wages of the Council's Staff, Sir William Ray said that if the staff of the London County Council were prepared to co-operate with the committee in finding methods of economy apart from reductions in salaries no one would be more pleased than he. No set of persons in the world were so competent to advise on reductions as the staff. They knew better than members how economies could be effected, and he hoped they would be able to offer suggestions as to where economies could be secured. If the sum was sufficient, the committee would be delighted to leave salaries as they were, so long as the economies were those which ought to, and he hoped, would be secured.

It will be noticed that there is a growing feeling that the long-range policy of the Government can have the opposite effects to those which were originally intended. After all, it is the duty of the Government, and the duty of local authorities, to have regard to circumstances concerning the welfare of the nation as a whole. It is becoming more clearly crystallised that even balancing of budgets, the maintenance of five per cents, and the preservation of ancient institutions, can be too costly if the price to be paid is undernourishment and the broken morale of the vast army of working classes.

The sanctimonious hypocrisy that we must wait for a turn towards industrial prosperity before local authorities embark upon expenditure which is necessary to the every-day comforts and amenities of urban life impresses no one who reflects for a moment upon the fact that we have had industrial prosperity in the past, and looks at the legacy which it has left. Local government, as we know it to-day, is only the bare necessity of the people. What has the industrial success of this country revealed in the industrial towns? Back-to-back houses, privies and town planning which would offend the susceptibilities of a race of savages.

### THE PUBLIC PURSE

IT is amazing in these days to read of the frank admission of one of the leaders of re-action against local authorities expenditure. Sir Ernest J.P. Benn, J.P., speaking before the London members of the Institute of Chartered Accountants a few weeks back, suggested "an

inquiry—not a Government Inquiry or a Royal Commission, not another government office, but an inquiry in the brains of responsible men in order to see if we cannot get a clear motion that money entirely changes its character when it gets into the public purse." The aim of a sensible nation should, he said, be to keep the money out of the public purse, and on the other hand to develop and extend the activities of the individual, allowing the money to remain in the pockets of the people to fructify, and never to use the agency of the public purse, unless and until it is demonstrated beyond any shadow of a doubt that there is no other way of accomplishing the object in view.

### Where to Look for Relief

Although the members of the Institute of Chartered Accountants applauded this statement because it sounded plausible, every thinking man whose judgment is not tilted by the weight of personal gain, admits quite frankly that the tide of progress has swept over the high watermark of individual effort to a complex inter-related social system undreamed of in the days of *laissez faire*. Surely, modern science and mechanisation with its resultant urbanization of the people points to the need for expansion of governmental functions, greater control and economic planning.

The relief which the ratepayer so earnestly desires, will come not from the curtailment of social services, but by better management, an improved local government lay-out, by the abolition of area and personal interest barriers, and, perhaps, by re-construction of the functions of local authorities on something more scientific than the "Topsy" system of unregulated growth which is represented by local government in this country.

The attitude of the "Benns" of 1807 is delightfully illustrated in the following quotation from the speech of the President of the Royal Society, opposing a Bill in the House of Commons in 1807 for the Introduction of Elementary Schools in England:—"However specious in theory the project of giving education to the labouring classes of the poor might be, it will, in effect, be found to be prejudicial to their morals and happiness; it will teach them to despise their lot in life, instead of making them good servants of agriculture, and other laborious employments to which their rank in society has destined them; instead of teaching them subordination, it will render them factious and refractory, as is evident in the manufacturing counties; it will enable them to read seditious pamphlets, vicious books, and publications against Christianity; it will render them insolent to their superiors; and in a few years the result will be that the legislature will find it necessary to direct the strong arm of power towards them, and to furnish the executive magistrate with much more

(Continued on page 72, col. 3)



## LETTERS TO THE EDITOR

With the hope of encouraging a frank interchange of views on subjects bearing on the work of readers and upon questions of national moment, the Editor has allocated this space for letters from the local government officers. Letters, which should be addressed

**The Editor,  
"Local Government Service"  
3/4 Clement's Inn, Strand,  
London, W.C.2**

must be received on, or before, 15th of the month to ensure publication in the current issue.

The Editor will not hold himself responsible for the views expressed by the writers.

### THE OFFICIAL JOURNAL

To the Editor,

LOCAL GOVERNMENT SERVICE.

SIR,—May I suggest that the LOCAL GOVERNMENT SERVICE as a magazine could be improved. Too much space is devoted to matters of purely local interest which are read by no one but the persons concerned.

Dr. Robson's articles are, I think, a step in the right direction and, while there is not a great deal of space to spare, we might have other contributions with the same large appeal.

LOCAL GOVERNMENT SERVICE is not a powerful organ; nor does it influence even local government ideas to any extent but, with such improvements on the lines that I have indicated, it is possible that the large number of members who do not read it at present might be induced to do so,

I am, sir,

Yours faithfully,

"READER."

Glasgow, S.W.1. February 7, 1932.

### THE ECONOMICS OF N.A.L.G.O.

To the Editor,

LOCAL GOVERNMENT SERVICE.

SIR,—N.A.L.G.O., like all other associations, is a compound of all shades of opinions—political, religious, aesthetic, and economic—and one wonders if these were all boiled down to a common essence what would emerge. Even in the matter of the reflex action on N.A.L.G.O. of present-day economic conditions, is there anywhere a point of common consent regarding our attitude to the obvious facts?

In the controversy regarding economy cuts, when they were imposed over a year ago, I was more than astonished to find an official, as well as a non-official, attitude of mind that cuts were inevitable and, in the circumstances, necessary! I took the liberty at that time of pointing out to the persons so affected that this defeatist attitude surrendered the key position to the "Economaniacs"

who were propagating the policy of "salary cuts."

Completely obsessed by the scarcity complex expressed by the economy slogan, "Produce more; consume less," N.A.L.G.O. has "sold the pass" and the strategic advantage is clearly with the Economy Ramp!

It is of no use whatever for N.A.L.G.O. to approach Economaniac Councils with a plea for leniency. If cuts are the cure for the shortage of purchasing power which causes the peoples of the whole world to sit famishing in the midst of abounding plenty, then for goodness sake let us have salary cuts heavy enough to effect a complete cure.

Meantime, the net effect of the cuts imposed has been, so far as can be judged by obvious results, more unemployment, heavier rates, Means tests, and a general creeping paralysis right through the whole of the organs of the body politic.

The article in the February issue of LOCAL GOVERNMENT SERVICE on the situation in America is symptomatic of the approaching crisis in local government affairs in Britain. The vicious circle gyrates with an increasing velocity; economy cuts all round, lowered spending, higher figures of unemployment, heavier charges on the Public Assistance rate, increased rates per £, and so back again to more cuts.

One wonders when these people who foster the "economy ramp" will awaken to the fact that there is in the world to-day two and one-third years' supply of the necessities of life, as well as the capital goods, raw material and labour to supply at least four times the quantity of almost every essential and luxury which is at present distributed. When they will realise that we are in an age of potential plenty and that the age of leisure has arrived whenever we care to so arrange our distributive system as to enable us to enter into possession.

The sheer idiocy of the whole business is appalling and one wonders whether it is a case of *Quos Deus vult perdere* before the final crash of the financial system brings local government into the region of the impossible.

I am, Sir,

Yours faithfully,

Philip

Clydebank, February 13, 1933.

### N.A.L.G.O. MEMBERSHIP

The membership of the Association at January 31, 1933, as ascertained for the purposes of allocation of representation to the respective Districts on the National Executive Council, was 69,790, an increase of 3,846, as compared with the corresponding date in 1932. The figure is very gratifying as it shows that the Association is not merely retaining, but is improving upon, the increase in membership recorded during previous years. Every District shows an increase and the allocation of representation to the National Executive Council remains as in 1932.

## NOTES OF THE MONTH

(Continued from preceding page)

vigorous laws than these now in force."

Perhaps Sir Ernest Benn, who is the head of the well-known publishing house of that name, will ask himself if it would have been possible to be a successful publisher to-day if the education of the masses had been left entirely to private enterprise.

Those who laid the foundations of the success of the publishing houses of this century had no time for the people whose ideas were backward one hundred years ago any more than thoughtful people have any sympathy for the re-actionaries of to-day.

And that is the only comfort at present available for the rising generation.

### OUR GREAT LOSS

THE full extent of our loss by death of Mr. Fred Marsden, has yet to be revealed to us, for certain it is that no man gave of himself more in the service of the Association and his colleagues than did our late President. It is to be hoped that some adequate means will be found of perpetuating his memory in our midst, for it is the example of such pioneers that is required to strengthen us for what lies ahead. Can we but catch the spirit of his aspirations, his unlimited enthusiasm for the work, and more, his cheerful countenance in spite of adversity, his life among us will have been worth while.

It would have been hard to find a keener supporter of N.A.L.G.O. than the late Sir Robert Donald, G.B.E., LL.D., whose lamentable death brings to a close a life of good work in local government. Sir Robert Donald founded and directed the *Municipal Journal*, the *Municipal Year Book*, and was responsible for the publication of this journal by arrangement with the Association. He saw the opportunities open to such an organisation as N.A.L.G.O., and was ever ready to place his wide experience at the disposal of the staff at Headquarters. He rendered invaluable service at the beginning of the present financial situation in the country when he was called in to advise upon the Association's publicity campaign, which has since been carried through with conspicuous success. Such loss is irreparable.

### COURTESY IS EFFICIENCY

"If a watchword were needed to exhibit in those places where the public and the official come into direct contact, and sometime almost direct conflict, I would suggest that watchword should be: 'Courtesy is the highest form of efficiency.' One ventures to believe that the people of Salford will always get from their municipal officers the greatest courtesy, combined with efficiency, which is not excelled in any other similar service in the country."—Extract from Salford Journal, January, 1933



## MOVEMENTS OF MEMBERS

Mr. Ronald Arthur Fearnley, A.M.I.A.E., M.Inst.T., General Manager and Engineer of the Southend-on-Sea Corporation Light Railways and Transport Department for the past four years has been appointed Transport Engineer of the Coventry Corporation. The son of the General Manager of the Sheffield Tramways, Mr. Fearnley, organised the Southend undertaking as a separate business and carried out extensions to the trolley vehicle system. A working agreement has been in effect by Mr. Fearnley under which the road passenger services in the extensive County Borough of Southend-on-Sea have been completely co-ordinated. Mr. Fearnley was formerly at Sheffield and became General Manager and Engineer of the Keighley Corporation Tramways in 1925, going to Southend in 1929.

Other changes are:

Barnett, A. G., Chichester, to Clerk, Elec. Dept., Horsham U.D.C.

Barry, J., Lewisham, to Sanitary Inspector, Bristol.

Boone, F., Leigh, to Chief Library Assistant, Southall U.D.C.

Browning, N. F., Portslade, to R. and V.O. and Clerk's Asst., Castleford.

Buxton, H. E., Wallasey, to Asst. Solicitor, Cleethorpes U.D.C.

Cann, J., Coventry, to Ledger Clerk, Flint C.C.

Carty, Miss Alice, Luton, to Health Visitor, Stepney M.B.C.

Cunningham, C., York, to Sanitary Inspector, Stoke Newington.

Davies, D., Huddersfield, to Highway Supt., Enfield (Middlesex) U.D.C.

Dearnley, I. H., Bootle, to Chief Accountancy Assistant, Wakefield.

Dinan, W. P., Coventry, to Accountancy Assistant, Norwich.

Flintoff, A. G., South Shields, to Assistant Town Clerk, Swansea.

Fordham, G., Hartlepool, to Accountancy Assistant, Normanton U.D.C.

Frear, F., Lancaster, to Assistant, Town Clerk's Dept., Worcester.

Frisby, C. V., Brighton, to Northampton.

Gibbon, M. R., Hartlepool, to Surveyor, Walmer U.D.C.

Grudgings, D., Twickenham, to Clerk to Council, Benfleet U.D.C.

Haines, —, Southall-Norwood, to Assistant Librarian, Chester City.

Hall, F. J., Henley-on-Thames, to Cookham R.D.C. as Finance Officer.

Harding, Miss N. Dermot, Bristol, to Kent C.C. as Alchemist.

Henser, F. J., Norwich, to Building Inspector, Sheffield C.B.

Holling, L., Sheffield, to appointment, Hillingdon Institution, Uxbridge, Middlesex C.C.

Hubbard, W. S., Stockport, to Assistant Manager, New Wortley Gas Works, Leeds.

## N.A.L.G.O. CAMPS

HOLIDAY PROVISION FOR OFFICERS AT CAYTON BAY

**P**LANs have been completed for the opening, on July 1, of the second of N.A.L.G.O.'s holiday camps. Already a flourishing camp exists at Croyde Bay, Devon, and during the past three years

single domiciles, are of single and double variety, each having a verandah porch and fitted inside with built-in ward-robe, lavatory basin, and water supply.



Cayton Bay, near Scarborough

many thousands of officers have taken advantage of the facilities there offered.

### Bungalow Accommodation

Cayton Bay, near Scarborough, where the new camp is situated, is intended to meet the demands of the Midlands and North of England, and the site acquired occupies a portion of a ninety-four acres estate in one of the most picturesque parts of Yorkshire. The camp, which is to cost about £20,000, will accommodate over two hundred and fifty people.

Camp buildings will comprise a steel-framed dining, recreation and service block, a rest and billiards block of similar construction, and the sleeping accommodation for visitors will comprise one hundred and twenty-four attractive wooden bungalows. These bungalows, which are arranged in groups of four, pairs, and

### Recreational Facilities

Electric light is being installed in each bungalow. Garage accommodation for thirty cars will be available, with petrol pump installation; while, for recreation purposes, bowling greens, tennis courts, children's playing grounds, lawns, and possibly a miniature golf course, will be provided. Ideal bathing facilities are at hand, and there is a beach bungalow of ample dimensions, which it is intended shall be adapted with bathrooms, dressing-rooms, and café. The site itself, which is within a ten minutes' bus journey of Scarborough, is regarded as ideally situated.

Bookings for accommodation are now being accepted and application should be made to headquarters for the necessary form.

## ARE YOU IN "EXCEPTED EMPLOYMENT"?

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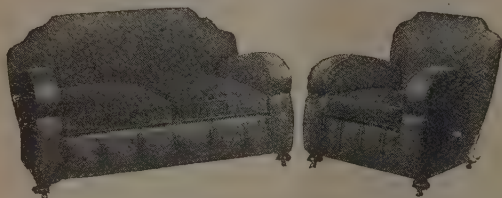
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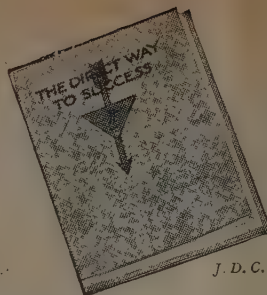
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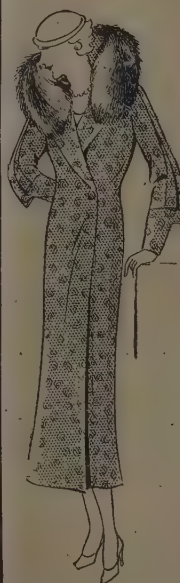
"OLIVE." Hopsack tennis coat. Lined throughout. Steel buttons. Lemon, red, and fawn.  
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SQUIRREL "TIE" perfect skins. 45/-  
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No. 179. Hall-marked Gold Watch wristlet. Lever movement. 3 gns.  
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# THE LURE OF FOLKESTONE

## AN INTRODUCTION TO N.A.L.G.O.'s CONFERENCE TOWN

**T**HE Queen of the South Sea Coast" is a title that might be conferred in more ways than one. It applies to Folkestone in a manner that is particularly happy for all who attend the annual conference of N.A.L.G.O., which opens there on June 3. The amenities of this ever-popular health resort are as many as they are varied, and the future promises even more. To such new development we shall have occasion to allude in a future issue.

### Garden of England

Kentish Men and Men of Kent are agreed that their county is the "garden of England," and certainly the setting of Folkestone has much of garden-like attractability. The Leas are a feature known to thousands of visitors from all parts, including the Continent, for at this spot England and France may get a comparatively clear view of each other on clear days. All with an eye for landscape beauty who see it for the first time remark upon this notable piece of cliff formation. Its verdure and sunny walks. Dickens, Ruskin, Wells and T. P. O'Connor are among those who have sung the praises of Folkestone and the surrounding downs. It was an attractive place to earlier generations. The Romans found it so and left it even more enriched as modern excavations have proved. It was a landing from ancient Gallia two thousand years ago when the Roman eagles came. A Saxon Princess, Eanswythe, daughter of Eadbald, the Kentish King, founded a religious house for women on a site near to the Parish Church and from this "populous" town, a limb of the cinque ports through association with Dover, ships and men were supplied to build up our navy.

### Picturesque Fisher Scenes

The High Street and adjacent thoroughfares, old and narrow in their formation, with a few age-worn structures remaining represent the days of smuggler and highwayman. Gradually they are being modernised, to meet advancing need, but many of the cottages of the fisher folk remain in picturesque corners near the fish market. The scene at the market on the arrival of the fishing fleet is one of considerable interest; catches, full or scanty as the fateful seas decide, are landed at the shipway and taken up for sale by auction. The fleet contains both trawlers and smacks.

The poet who wrote: "Westward the star of progress takes its way" must surely have had Folkestone in mind. Here, beyond the western confines to the boundaries of Sandgate, has sprung up an elegant and attractable extension. Private residences and hotels are well placed on high ground north of the Leas promenade

with roads leading there in modern design. Parallel with the Leas runs Sandgate Road, a veritable boulevard looking out to the French coast and enriched with ornamental gardens. Castle Hill Avenue, rich in chestnuts, sycamore and limes of particular quality are the common remark of all visitors. Again, Kingsnorth Gardens make a beauty spot of exceptional kind. These are superbly

on the steep hill side. The re-construction of this road was a stupendous task, a monument in itself abiding to all future time.

### The Leas Cliff Hall

The Leas Cliff Hall was opened in 1927. It cost approximately £100,000. Its position is unsurpassed by any seaside music salon in this country. The Duke of



FOLKESTONE—"THE QUEEN OF THE SOUTH COAST."

laid out in Italian style, with a choice of flower beds, shrubs, lily ponds, fountains in delightful blending and abundance—a scene very hard to beat. At concerts given from the lower bandstand 3,000 people and more will frequently attend.

### Municipal Progress

Folkestone was part of the "home front" during the war. Progressive municipal work was held up all through, no other seaside place in the country being so much affected. Here some 200,000 Belgian and French refugees were landed in the early days and for these the town had the strenuous task imposed upon it, which it readily carried out, of providing hospitality and accommodation for them. Beautiful hospitals and homes became temporary hospitals for our own and our allies' war-broken men. A large and very effective oil painting, by Signor Frauzoni, one of the refugees here, was presented to the town by the artist, his subject being the scene of arrival of boats bringing those who sought in England a safe harbour. The picture hangs in the Leas Cliff Hall. In 1915 Folkestone became the principal port for the transporting of troops. From here, to and fro for the crossing, passed not less than 11,000,000 of men! Most of these passed along the old Slope Road leading from the Leas to the harbour. It is now the Road of Remembrance with a plinth of granite set up on the top and "rosemary for remembrance" growing

Gloucester who performed the opening ceremony paid a high tribute to it and to the town's high enterprise. The veranda of the hall is a sun-trap all through the year and well sheltered against unfriendly winds. There is a Main Hall, with pipe organ of good capacity, and a Subscription Room for social gathering and rendezvous. Again there are two bandstands and the complete seating accommodation of the building amounts to 2,000. Music is a daily fare year in, year out.

Second only—if, indeed, second—to the Leas is the Undercliffe. Here, when the weather above is too energetic, shelter and outdoor diversion may be found by zig-zag path and rockery layout and, of course, around the lower bandstand. A fine esplanade with floral embellishment leads on to Lower Sandgate Road. Near at hand are the tents and cabins of the West End Bathing Station. The Marine Gardens stand at the corresponding end eastward. Sandgate and Hythe have each their attractions and extend the variety of amusements, sports, games and outdoor as well as indoor fun for which health-giving Folkestone is so deservedly famous.

### MOTOR TYRES

Members who propose taking their cars out of "cold storage" at the end of this month should remember that motor tyres can be obtained at advantage prices by applying to Headquarters for an order.



# I CUT SUITS— not prices

In these days there's so much talk about cut prices for tailoring that no one seems to think about the cut of the suit itself. There is no need for me to hand out "cut price" talk, because everything is marked in clear figures for everyone to see—suits and overcoats to measure from four guineas—and credit terms to Public Officials *only* on the cash price I charge to the public. So if you are more interested in cut than in cant—if you want West End work—better cloths to choose from so that you can do your own taste justice—then come right in, for you are a man after my own heart

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## SUMMER SCHOOLS OXFORD

THERE is a mildly cryptic saying that Cambridge is a university with a town, Oxford is a city with a university. Whether those who attend the Summer School of N.A.L.G.O. at Oxford this year will perceive the subtlety here underlying may be debated. Certain it is that the visitors, in every case, will have good reason to be happy Oxonians during their stay, just as others found pleasure and profit at Cambridge last year.

Matthew Arnold described his own university as the "home of lost causes"; meaning, of course, the Oxford of romance. Could he but see it to-day, a growing spreading city, the headquarters of one of the busiest home industries of its kind, his comment would be revised. Housing and every form of municipal progress obviously follows industrial development of this character.

### University College

The Summer School this year is centred at University College, on the south side of the High. Nearest of collegiate neighbours is Queen's, with All Soul's on the opposite side of the great thoroughfare. Behind, to the south and west of University College, are Merton and Corpus Christi, also Oriel where N.A.L.G.O. students met at their last visit to Oxford, Keble their first college being as far again to the north.

University College began about 1249, in which year Master William of Durham, a distinguished scholar and the possessor of "great revenues," left a sum of money for this purpose. But more money was soon wanted and to that end the students were allowed to accommodate lodgers, who were not necessarily academic, but guaranteed honest. Again, presentations of chained books were invited for common use. Shall we say this was the commencement of the copyright prerogative long enjoyed by the Bodleian over the way? During the fourteenth century better times came, followed, later, by reverses and again by prosperity through the founding of fellowships for Durham and Yorkshire men. In 1615 there were about thirty undergraduates and for these the first college tennis court was made.

### College Benefactors

The benefactors of University have included Sir Simon Bennet, Charles Greenwood and Dr. Radcliffe, whose "camera" has for some years been a reading room of the Bodleian, now urgently requiring more space. Famous scholars attached, include the second Lord Eldon, Sir Edwin Arnold, Dean Stanley, Dr. Bright and, above all, Shelley, who lies recumbent in marble as from the "sad sea change" and as unfadeable, exquisitely sculptured by Onslow Fred. The buildings of the college have grown during the centuries, from dwellings of wood, wattle and thatch, to a wondrous environment of architecture.

## FOREIGN TRAVEL TWENTY-TWO DAYS, £23

WHEN the cost of an ordinary seaside holiday is compared with 22 days' sea cruising to foreign countries at a cost of £23 (inclusive of gratuities), it is not surprising that this annual event organised by N.A.L.G.O. has become so popular. The Association's fifteenth annual sea cruise promises to be the most outstanding one yet arranged. It embraces Spain, Portugal, Morocco, Madeira, and the Canary Islands. Truly a magnificent programme for £1 os. 11d. per day.

### Nine Days Ashore

The fare covers the whole cruise without change of steamer, first-class cuisine, and calls which enable passengers to spend practically the whole of nine days ashore, returning for meals if desired. The s.s. *Avoceta* has again been obtained for the cruise, and the Association has chartered the whole of the accommodation consisting of 115 berths.

The boat itself is of up-to-date design and equipment, affording safety and comfort. It is equipped with wireless telegraphy, wireless loud-speaker, electric lighting, heating and bells. The saloons and staterooms are situated amidships, the latter being airy and comfortable; bathrooms and sanitary arrangements being of modern and approved type. There is a drawing room with piano, smoke room, library and writing room. From the spacious promenade decks uninterrupted views can be obtained.

### Cruise itinerary:—

Saturday, July 29, 1.30 p.m., leave Liverpool.

Tuesday, August 1, at Corunna.

Thursday, August 3, at Lisbon.

Saturday, August 5, at Casablanca.

Tuesday, August 8, at Madeira.

Thursday, August 10, at Las Palmas.

Friday, August 11, at Orotava.

Saturday, August 12, at Santa Cruz.

Sunday, August 13, at Las Palmas.

Sunday, August 20, due back at Liverpool.

Many berths have already been booked for this cruise, and members and their friends desiring to take advantage of the facilities it offers should apply as early as possible. Booking forms can be obtained from N.A.L.G.O., 24 Abingdon Street, Westminster, S.W.1.

### BALTIC CRUISE

The Association is also organising a party for a cruise from London via the Kiel Canal to Riga and Tallin (Reval) commencing on August 11. The inclusive fare, first class, is £13; second class £10 10s. Those members who are taking their holidays later in the month can join a party leaving London on August 31 for a 12 days' cruise via the Kiel Canal to Danzig and Gdynia. Inclusive fare, cabin class, £12. The parties who took these trips last year spent most enjoyable holidays.



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## BOOK REVIEWS

**Local Government in Many Lands.** G. Montagu Harris. (Messrs. P. S. King & Son, Orchard House, Westminster, 15s.)

**MR. MONTAGU HARRIS**, who, as Secretary for Great Britain to the International Union of Local Authorities has had exceptional opportunities of collating complete and adequate data for his revision of this useful volume, has rendered a distinct service to those of us whose task it is to disseminate knowledge of local government, while to the student not, as yet, acquainted with the work the publication of the revised edition is opportune. In this second edition the information has been brought thoroughly up to date, several chapters have been entirely re-written, and new chapters added on Russia and Turkey. So far as space allows, an outline has been given of the system in force in each country. Having regard to the fundamental differences in temperament, history, in habits and customs of the races coming within Mr. Harris's survey, one approaches this book with a good deal of expectancy.

**Everyman's Talmud.** Rev. Dr. A. Cohen. Messrs. J. M. Dent & Sons. 7s. 6d. net.

**THIS** is the first comprehensive summary, for the English reader, of the teaching of the Talmud and the Rabbis on Ethics, Religion, Folk-lore, and Jurisprudence. The Talmud is the greatest Jewish classic after the Bible, and faithfully mirrors the life and thought of the communities in Palestine and Babylon between 200 B.C. and A.D. 500. The vastness of the literature and the difficulty of the language in which it is composed make it inaccessible except to specialists, and the English reader has hitherto only been able to acquire a knowledge of its contents from books which give a collection of disjointed extracts. The present work is the first attempt to provide a comprehensive and connected survey and exposition of its teachings.

**The Loser Pays.** Harold Bindloss. Messrs. Ward, Lock & Co. Price 7s. 6d. net.

**THE** spring list of books would not be complete without one of Mr. Bindloss's entertaining novels. The theme of the present story opens in Canada. Charlton, half unconsciously, had pushed his partner aside when together they had made a bolt for safety. Believing Scott to have perished in the explosion, Charlton took possession of the mine that was their joint property. How Scott followed him to England and how Nemesis overtook the wrongdoer is told by Mr. Bindloss in his best vein. Needless to say, the Cumberland countryside is described admirably.

## NOTES FOR READERS



By JONAS PRAPS

**O**F the apostles of brighter history, Wingfield-Stratford is by no means the least noteworthy. In the second part of his trilogy, *The Victorian Sunset* (Routledge, 12s. 6d.) he continues his critical account of the social development of England during the Victorian era. The present volume covers the 'seventies, 'eighties, and 'nineties, and outlines the decline of the rule of the aristocratic class, dubbed by Matthew Arnold the "Barbarians" and the emerging of the aristocracy of labour. He is particularly caustic concerning the evidences of artificiality in religious and social activities, but in a measure excuses the flimsiness of the aesthetes as a set-off to the influences of a machine age. There are excellent sketches of the leading rulers and politicians of the day, of the furore which arose over the theory of evolution, and of the changing fashions in dress and manners. Probably only the middle-aged will fully appreciate his caustic description of the furniture and ornamentation of a late Victorian home. The "arty" Japanese gimcracks of the 'seventies as an æsthetic departure from solidity is summed up in these words: "Heaviness may endure for a night, but shoddy cometh in the morning." The book is an intensely interesting study of the period.

Scott Pearson is a young Scotsman who, unable after the war to get employment, works his way to New York and meets with exciting experiences in the city's underworld. He then travels the States and Canada for some years, sometimes in a job, more often not, but particular at times as to who offered him work. "Farther down the street a Chinaman standing in a doorway offered me a job in his restaurant. I punched his nose for his impertinence. He pulled out a knife. I still have it." This typical British pugnacity distinguishes the experiences related throughout the book *To the Streets and Back* (Lane, 7s. 6d.), ending with return to England—and a job.

*The Letters of W. Dixon Scott*, edited by Mary McCrossan (Joseph, 10s. 6d.), confirm the view that Scott would have gone a long way in a literary career had not the war in general and dysentery

in particular intervened and terminated any prospect of the development of his undoubted literary abilities. Many of the letters reprinted here are addressed, as the book is dedicated, to Allan Monkhouse. He published nothing very serious, his chief literary work being criticisms for the *Manchester Guardian*, *The Bookman*, etc. His letters, rather than his definite literary work, proclaim the man—many of them are delightful.

Miss Lorna Rea is a writer of great charm, even if there is nothing very much to fasten upon by way of plot in *First Night* (Heinemann, 7s. 6d.). The whole incident is concerned with the production of a play and the action takes place in the theatre, moving from the foyer to the stalls, etc. Clever, if inconclusive.

Of much sterner material is *Ann Vickers*, by Sinclair Lewis (Cape, 7s. 6d.). No superficial reading will entitle one to judge its value. It is a serious study of the character of a woman; incidentally, it gives an insight into life in various American settlements and institutions, penal and otherwise. Ann is an enthusiastic social worker and a great part of the book is devoted to her conflict between the urge for that work and the natural instincts for children and a home. She is a fine character in many respects, though the prude might not agree, and, on the whole, Lewis has justified the publication of this long and very solid novel.

*Full Throttle*, by Sir Henry Birkin (Foulis, 7s. 6d.), is a graphic account of his racing experiences at Brooklands and on the Continent. To those of my readers who are content to amble along the road at thirty-five miles per hour, nearly 139 m.p.h. at Brooklands, which Earl Howe in his foreword, admits is a difficult track for high speed, seems impossible. The book has very thrilling incidents.

N. Ausubel in *Superman*, a life of Frederick the Great (Routledge, 18s.), fully maintains the excellent standard in biographies which I have directed attention to in these notes and is well worth reading.



## BRANCH AND DISTRICT NEWS

### GENERAL MEETINGS

#### NEW BRANCH AT BARNOLDSWICK

A new branch of the Association has been formed, comprising officers of the Barnoldswick U.D.C. The honorary secretary is Mr. F. Wilkinson, Town Hall, Barnoldswick, and the honorary treasurer, Mr. Cook.

#### CHELMSFORD ANNUAL DINNER

Over 100 members and friends participated in the Chelmsford and District Branch annual dinner at Cannon's Restaurant Chelmsford, on February 8. Officers from the Chelmsford Borough Council and the Chelmsford Rural District Council and representatives of both councils participated in the evening's enjoyment. Mr. A. Denton Ogden, Chief Sanitary Inspector of the Chelmsford R.D.C., and president of the branch, responded to the toast of the "Chelmsford District Branch" proposed in a happy speech by Mr. J. C. Dawes, O.B.E., M.I.Mech.E., Chief Officer of Public Cleansing, Ministry of Health. Mr. L. A. Cozens, Highway Surveyor, Chelmsford R.D.C., proposed the toast of the "National Association," the response being made by Mr. H. Slater, the Divisional Organising Secretary. Dr. J. C. Sleight, Medical Officer of Health of the Borough, proposed the toast to "the visitors," the Mayor, Councillor Hugh Wright, M.B.E., J.P., and Councillor G. Matthews, J.P., Chairman of the Chelmsford R.D.C., replying on behalf of their respective authorities. There was ample evidence of the friendly relationship, albeit, rivalry, between the borough and the rural district council. Thanks were extended to Mr. C. R. Plumtree, who was responsible for the arrangements.

#### COVENTRY AND SUPERANNUATION

Coventry City Council have approved a recommendation that it is to be a general rule that retirement on marriage shall be required in the case of women officers holding designated posts under the Superannuation Act, except in the case of joint and institutional appointments, and with a reservation of a power to the committee to suspend the operation of the rule in any particular case if it is thought the circumstances justify that course. The object of the decision is to validate the refund of contributions and interest to women officers retiring to be married.

#### DEWSBURY RALLY

Apathetic Dewsbury Branch has decided to re-organise; it is confidently expected that a large influx of membership will take place in the immediate future.

#### DURHAM'S ACCESSION TO STRENGTH

Durham School Attendance Officers' Association have for some months been considering the desirability of linking their fortunes with the Durham County Council Branch of N.A.L.G.O. and we can now report that between forty and fifty of these officers have decided to join the local branch. In extending a hearty welcome to the newcomers, we assure them of our earnest desire to be of assistance to them.

#### EAST MIDLAND DISTRICT COMMITTEE

The annual report presented at the annual meeting of this committee, held at the Council House, Nottingham, on January 28, expressed satisfaction at the memorandum addressed on behalf of the Association to the government Economy Committee, and the manner in which the matter was being handled generally. The formation of a Holland County Council Branch was reported. The desirability of continuing the special arrangements for the representation of transferred officers on the committee was argued, and being pointed out that the existing arrangements were being continued for another year, but that it was hoped there would be no

delay on the part of Public Assistance Officers in giving up these special arrangements and taking their full share in the normal administration of N.A.L.G.O.'s activities.

Consideration was given to the suggested new salary scales, and a special committee, consisting of two representatives of each type of authority, was appointed, and instructed to report direct to the National Executive Council.

The following officers were elected for 1933: Mr. W. R. Kew, Town Clerk, Northampton, president; Mr. Eric W. Scorer, Clerk of the Lindsey County Council, Mr. J. W. Sharpe, Northampton, Mr. W. Owen Coates, Buxton, vice-presidents; Mr. A. B. Day, Nottingham, chairman; Mr. E. J. Loasby, Kettering, vice-chairman; Mr. R. C. Parsons, Notts. C.C., hon. treasurer; Mr. John Pepper, Nottingham, hon. secretary.

#### GLAMORGAN OFFICERS' CONFERENCE

A conference of officers engaged in the administration of Transitional Benefits was recently held at Pontypridd, and it is hoped that the outcome of the meeting will be satisfactory to all concerned.



#### LONDON COUNTY COUNCIL BRANCH

A recent development in the re-organisation of the L.C.C. Branch is the formation of a Relief Staff Section and a Male Nurses' Section. Special sections for other branches of the service will be formed at an early date, this, it is believed, being of the utmost importance in the recruitment and general organisation of the staffs of the London County Council.

The formation of the Male Nurses' Section has resulted in the recruitment of many new members and there is evidence of a growing enthusiasm in the knowledge that, under the jurisdiction of the Branch Executive Council, a Section Committee, with appropriate officers, is considering items of vital importance to the future of the service. Formed only during last month, the Relief Staffs Section is in the capable hands of a Provisional Committee whose duty it will be to frame the ultimate constitution of a General Committee. Meanwhile, in the various Public Assistance Areas recruitment of new members is proceeding favourably, and there is no doubt that officers generally are satisfied that N.A.L.G.O., through the L.C.C. Branch, is offering opportunities for organisation, both sectionally and nationally, on a basis second to none.

#### LOUGHBOROUGH APPROVED SCALE RUMOUR

The Finance Committee and General Purposes Committee have received representations from the local D.O.S. regarding salary abatements, and it seems probable that an improved scale will be substituted for the heavy "cut" made a year ago.

#### METROPOLITAN DISTRICT

The specially designed button badge in N.A.L.G.O. colours (as illustrated) is now available, price 6d. each. Supplies will be sent direct to branches for distribution on application to the honorary sports secretary.

Members interested in bowls, cricket, golf, lawn tennis, road walking, and swimming and desirous of entering the competitions should keep in touch with their branch hon. secretaries to whom notices will be sent in due course regarding same. The names of the various sectional hon. secretaries are sent out in the District Year Book, and intimation can be sent direct if preferred.

New Sections.—*Motoring*: Hon. sectional secretary, Mr. W. A. Webb, Town Hall,

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# BRANCH AND DISTRICT NEWS

## SOCIAL FUNCTIONS

Chelsca, S.W., and Photography: Hon. sectional secretary, Mr. H. M. Storey, Town Hall, Hackney, E., have been formed. It is hoped to make some official announcement very shortly regarding district sports ground.

A football team from the Metropolitan district will visit Yorkshire during Easter, fixtures having been arranged with the Yorkshire District and the Sheffield City Staff. The usual bowls match versus Southern District will take place at Reading this summer.

Further information can be obtained from the hon. sports secretary, Metropolitan District, Mr. T. F. Dunning, Town Hall, Paddington, London, W.2.

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## NORTH EASTERN DISTRICT COMMITTEE

Delegates in large numbers attended the quarterly meeting of the North Eastern District Committee, held on February 11, at Middlesbrough, the Deputy Mayor, Alderman A. Marshall, extending a civic welcome to the meeting. Mr. R. E. Heron presided.

A lengthy discussion took place on the draft National Scales of Salaries and Conditions of Service, seven representations having been made by a number of branches. The Sunderland Corporation had, it was stated, passed a resolution to the effect that a conference of county boroughs and boroughs in Northumberland and Durham be convened to consider the desirability of setting up a Joint Industrial Council for the regulation of salaries, wages and general conditions of service. The Committee resolved to support the proposal and to take such steps as may be deemed necessary.

With reference to the Summer School, proposed to be held at University College, Oxford, in July, the Committee decided to pay the college expenses (amounting to the sum of £3 13s. 6d.) of three students. It was agreed to make allowances to small branches sending a delegate to the Annual Conference, the sum of £20 being ear-marked for the purpose.

Considerable discussion ensued with regard to the payment for additional duties necessitated by the administration of Transitional Benefits in County Durham. For more than twelve months the Association has been actively endeavouring to obtain suitable recognition for the officers in the county. It was felt to be particularly unfair that an authority should refuse to remunerate officers for work which, in many instances, fell outside normal office hours—work which was unpleasant in character, and which called for considerable tact and self-control.

A return of membership in the north-eastern area was presented by Mr. J. B. Swinden, the D.O.S., and this indicated an increase from 3,737 to 4,039. South Shields showed the largest increase in membership—an addition of 122. Noteworthy increases were also shown by Durham County, 73; Hexham, 26; Middlesbrough, 16; Newcastle-on-Tyne, 14; Sunderland, 10; Tynemouth, 12; West Hartlepool, 21. Sheffield, Leeds and West Riding are among the branches with the highest membership. Three new branches were formed during the year—Durham R.D.C., Newburn U.D.C., Seaham Harbour U.D.C.—with an aggregate membership of 65. A new branch at East Cleveland, consisting of the officers of the Skelton and Brotton U.D.C., Loftus U.D.C., and Saltburn U.D.C. was registered as from the beginning of this year. The total number of branches in the district by now is 33.

The D.O.S reported that two further appeals in respect of refusals of authorities to pay compensation had been taken to the Ministry and satisfactory adjustments had resulted.

## RHONDDA REVISION

Concern has been occasioned among the Rhondda officials owing to the proposals for salary revision of a Special Staffing Committee. Deputations have waited upon the Committee and upon the council, and at the moment it appears that a satisfactory settlement will be made.

## WEST MIDLAND OFFICERS

At the annual meeting of the West Midland District Committee Mr. F. Harrod, M.C., director of Education, Coventry, was elected president, and Mr. F. Gee, Borough Treasurer of Shrewsbury, Mr. A. D. Greatorex, Borough Surveyor, West Bromwich, and Mr. V. J. Moore, M.C., Director of Education, Walsall, were elected vice-presidents.

## WALLASEY BRANCH BALL

The annual ball of the Wallasey Branch was held on February 3, at the Town Hall, Wallasey. The event was supported by the Mayor and Mayoress of Wallasey, councillor and Mrs. F. Stanley Atkin, who were received by Mr. Wm.



**MR. RONALD A. FEARNLEY,**  
A.M.I.A.E.

(Appointed Transport Engineer, Coventry)

Wilson, Chief Librarian, and president of the local branch, the Town Clerk, Mr. Emrys Evans, the Borough Engineer and Surveyor, Mr. L. St. George Wilkinson, the Medical Officer of Health, Dr. T. W. N. Barlow, the Ferries Manager, Capt. W. H. Fry. The proceeds will augment the branches' contribution to the Benevolent and Orphan Fund of the association.

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## N.A.L.G.O. IN SCOTLAND

### Chaotic Conditions in Lanarkshire

**C**ONDITIONS of service in Lanarkshire County Council are getting more and more chaotic. On February 1 the Council had before them a proposal to place a number of officers on a superannuation scheme. Many were transferred under the Act of 1929 from Parish Councils that had no superannuation scheme, while a few were officials who had been appointed to new posts. The Secretary for Scotland had given a ruling that all those officers could not be admitted to the County Council Scheme without going through the procedure required by the Act of 1929 in adopting a new scheme, while a two-thirds majority was necessary. The recommendations were defeated by one vote. Thus we have the absurd position of a County Council with an excellent Superannuation Scheme in being but with some 212 officers without its scope.

### Hamilton

Extremists in Hamilton Town Council came forward with a recommendation that cuts of 7½ per cent. be made on salaries, some three or four of the higher paid officials being exempt. There never has been uniformity of service conditions in Hamilton, and the Civil Service Bonus never applied. Because of this, the Association asked to be heard, but the recommendations were carried by one vote.

### Coatbridge

The vexed question of the right of an official to receive payment of compensation awarded under the Rating Act of 1926, when drawing a higher salary than at the date of the loss of office, has been submitted to Counsel. The opinion received was submitted to a meeting of the Scottish Law and Parliamentary Committee. Members interested can obtain a copy by writing to Mr. Mortimer, the D.O.S., at 135 Wellington Street, Glasgow, C.2.

### Edinburgh Provisional Order

Objections have been lodged to the Provisional Order now being promoted by Edinburgh Corporation. The D.O.S. discussed the objections at some length with the powers that be and a satisfactory arrangement is likely to be reached.

### Summer School

The principal lecturers for the Summer School, to be held at St. Andrews for the week beginning June 24, will be Mr. D. T. Jack M.A., lecturer in economics at St. Andrews University; Dr. Bowie, Principal of Dundee School of Economics and Commerce, and Mr. J. W. Nisbet, L.L.B., of Glasgow University. The effect of the financial crisis on administration and expenditure will be the principal theme. A syllabus will be issued in the course of a few days and all information regarding the School can be had from Mr. Mortimer.

### TOWN CLERKS DINE

The annual dinner of the North-Western Branch of the Society of Town Clerks was recently held at the Masonic Temple, Bridge Street, Manchester. The Chairman, Mr. F. E. Warbreck Howell (Town Clerk, Manchester) presided over an attendance of nearly 40. The Chairman proposed "The Society of Town Clerks," to which the Hon. Secretary of the Parent Society, Mr. R. H. Jerman, M.C., M.A. (Town Clerk of Islington) responded. "The Visitors" was proposed by Mr. Walter Moon (Town Clerk of Liverpool) and responded to by Sir George Etherton (Clerk of the Lancashire County Council). The toast of "The Hon. Secretary of the North-Western Branch" (Mr. R. M. Middleton, Town Clerk of Lancaster) was proposed by the Chairman and responded to by Mr. Middleton.

## N.A.L.G.O. BENEFITS

Appreciation of N.A.L.G.O. was expressed at the annual dinner and dance of the West Bromwich Branch on February 2. Proposing the toast "N.A.L.G.O.," Councillor J. H. Wills, J.P., said there was not an official of the corporation who was not better off financially through N.A.L.G.O. Those who were outside the Association were getting something that N.A.L.G.O. were paying for, it was only right that the membership would soon represent 100 per cent. of the officials employed.

### KIVETON PARK BRANCH

When the Kiveton Park Branch held their annual meeting on January 24, the retiring officers were unanimously re-elected, and the chairman, Mr. E. W. Frith, was appointed branch delegate to the annual conference.

Draft Salaries and Conditions of Service, formulated by the National Executive Council, a Benevolent and Orphan Fund grant to a beneficiary, and a discussion on certain criticism by a member occupied the attention of the meeting.



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## TEACHERS' SALARIES

Opposition to further cuts in teachers' salaries was expressed by the delegates at a special general meeting of the Association of Education Committees, held at Caxton Hall, Westminster, when the report of the Ray Committee was under consideration. Five hundred delegates, representing education committees in all parts of England, Wales, and Northern Ireland, were present.

ALDERMAN E. G. ROWLINSON, presiding, said it was most regrettable that there should have been any proposals to interfere still further with teachers' salaries. It would have been far better if the proposals could have been given the impartial consideration of the Burnham Committee before any definite decisions were reached.

LADY (ERNEST) SIMON, speaking on behalf of the Manchester Education Committee, urged the importance of securing that there should be no encroachment upon the discretion which local authorities now possessed in deciding their staffing requirements, having regard to their local knowledge, educational needs and conditions, the special circumstances obtaining in individual schools, and the different types of school organisation in their areas.

On the question of reduction of teachers' salaries by making the annual increments biennial instead of annual during the first ten years of service, the executive expressed strong disapproval, and considered that the Burnham Committee should first be consulted in all matters affecting the payment of teachers.

The delegates approved a series of recommendations by the executive of the association on the conclusions of the Ray Report relating to expenditure on education.

### DO OPINIONS CHANGE WITH THE TIMES?

The scene—A recent meeting of the Llanrwst Board of Guardians. The Board discussing applications for increases in salaries made by two relieving officers. (The applications for increases were made owing to the increased work involved through the Local Government Board Order to abolish the pay stations). First speaker (an octogenarian farmer, opposing the increase): "The National Insurance Act would eliminate pauperism within eighteen months, when only a few widows would be left to apply for relief. By then the relieving officers would follow the pay stations." Second speaker (another farmer): "If the officers consider they are getting too little—let them resign. There are plenty of farmers who would be pleased to relinquish their holdings and take up their jobs." First speaker: He had been a member of that Board for over forty-seven years, and had lived long enough to remember a succession of officers of the Board becoming gentlemen, and on retiring buying up farms and other properties and building palatial palaces at Llanrwst. The present officers were on the same lay, and were rapidly crystallising into men of substance and wealth on the fat of the land, and would eventually ride in their motor-cars or aeroplanes, surrounded by luxuries and wealth. (This is fact, not fiction.—Ed.)



## BRITISH INDUSTRIES FAIR

THE importance of the British Industries Fair, which is running simultaneously at Castle Bromwich, near Birmingham, White City and Olympia, is such, and its influence upon world trade so apparent, that it would be idle to suggest that it is of no consequence to the local government officer. It is something more than an advertisement for British goods, British manufacturing skill and British enterprise: it is like the great Public Works Exhibition, a potential buying ground for the municipal service. Particularly does this apply to the Castle Bromwich section, with its amazing diversity of products under one roof.

This section of the Fair this year constitutes a record both in the number of manufactured products displayed and also in the number of exhibitors. A few facts will enable our readers to appreciate its immensity. The Fair is conveniently divided into distinct trade groups and covers in all some 244,374 square feet; there are 1,042 exhibitors, embracing hardware, heating and cooking apparatus, gas, building and decoration, transport, quarrying and roads, engineering and electricity. The area covered is more than three times that occupied in 1920; there are seven miles of stand frontage; the Fair buildings under one roof cover thirteen acres standing in fifty acres of grounds and more than 5,000 officials, attendants and demonstrators are employed. On a day set apart, February 24, a special visitation was arranged of Lord Mayors, Lord Provosts, Provosts and Mayors of municipalities from all parts of the United Kingdom.

The appeal of the Fair extends far beyond the limits of this country's borders. The guide which has been produced by the Birmingham Chamber of Trade, numbers 36,000 copies, and this has been distributed in ninety-five countries and is printed in nine different languages.

Visitors from the engineering departments of the local authority will find the Quarry to Road section—featuring road construction and plant—of especial interest, while the administrative staff will find the office furniture and equipment section of absorbing interest.

### SISTER-TUTOR SCHOLARSHIP

All entries must reach the General Secretary not later than APRIL 26.

### HOLIDAY GUIDE

This publication, which has proved of great assistance to members who desire to obtain reliable holiday accommodation, is now ready. The addresses in the Guide have been overhauled, many have been added and those which can no longer be recommended have been deleted. General holiday information has increased the value of the Guide, which can be obtained through the Branch Secretary at 3d. per copy. A holiday at one of the Association's Bungalow Holiday Camps is the best and cheapest obtainable.

## SALARIES & SERVICE CONDITIONS

### LONDON COUNTY COUNCIL AND ECONOMIES

By THE ORGANISING SECRETARY

AT a meeting of the County Council on February 14, the General Purposes Committee reported that they had under consideration the position which will obtain when the periods of the temporary reductions in the remuneration of the staff made by the Council on account of the national economic situation expire. The reductions were made for periods of fifteen months and would come to an end on various dates, the earliest being March 31. The Committee were convinced that every effort must be made to secure economy, and recommended that scales of salary and wage conditions, and any questions of administration arising therefrom, should be reviewed by the special committee set up to deal with the report of the Committee on Local Expenditure (England and Wales).

#### The Officers' Co-operation

Sir William Ray, Chairman of the Committee on Local Expenditure, speaking of the recommendations, said it was suggested in that report that the salaries and wages of the staff should be considered in order to reduce the £122,000,000 which was the annual charge for salaries and wages on the ratepayers of this country. If the staff of the London County Council were prepared to co-operate with the committee in finding methods of economy apart from reductions in salaries, no one would be more pleased than he. No set of persons in the world was so competent to advise on reductions as the staff. They knew better than members how economies could be effected, and he hoped they would be able to offer suggestions. If the sum was sufficient the committee would be delighted to leave salaries as they were, so long as economies were secured.

Gratification is felt at the expression of this view. If a local authority desires to make economies, the advice and co-operation of its officials are essential, and it is a very poor start to cut their salaries if maximum efficiency and zeal in this and other tasks is to be secured.

#### L.C.C. Salary Scales

Sir William recognises that there is no necessity to cut the salaries of the staffs, although, as was shown in the Association's memorandum to the Chancellor's Committee, the salary scales of the L.C.C. are low when compared with those in the banks, and were fixed as recently as February, 1930, on the recommendation of the Local Joint Committee.

There is no doubt that the expenditure of the County Council in many directions has been considerably reduced, and with proper encouragement and co-operation no doubt many other economies can be

effected. It is to be hoped that the Council, with the co-operation of the staff, will realise the economies it desires without curtailment of rates of pay.

The Estimates Sub-Committee of the Bradford City Council received a deputation consisting of the D.O.S. and Mr. J. W. Horwill in order to protest against any further salary reductions being made, and requested the Chairman and Deputy Chairman to confer with representatives of the Association on lines suggested, and to report.

As a result of an impending deficit in the finances of the Tramways Department at South Shields, certain "vicious" cuts in the salaries of the Tramways staff were proposed. A deputation waited upon the Tramways Committee, with the result that the proposals were considerably modified.

#### Stabilisation at Stretford

The Association has been successful in obtaining stabilisation of salaries of the officers of the Stretford and District Electricity Board on the same basis as their colleagues in the Stretford U.D.C. The question involved was of the rights of the officers under the statutory provisions of the establishment of the Board, and the protection clauses obtained on that occasion have been utilised and maintained to the benefit of the staff.

The Divisional Organising Secretary has interviewed the Liverpool City Electrical Engineer regarding the status of meter readers, and regarding the question of the appointment of a large number of temporary officers on the permanent staff. Reconsideration of the whole question has been promised, and it is hoped that the result will be satisfactory.

The Thornaby-on-Tees Council has decided to consider a scheme for superannuation for its officers and staff.

A serious attack, it being alleged, having been made upon the Master of an institution within the Northumberland area, the Association, in conjunction with the National Association of Administrators of Local Government Establishments, made representations on behalf of the Master concerned. At the moment, further action by the County Council appears to be in abeyance.

#### Salary Deductions

Supplementing the information given in the July and subsequent issues of LOCAL GOVERNMENT SERVICE, the following further information in regard to salary deductions has been received:

DEDUCTIONS CONTINUED.—Burnley (for ungraded officers), Dudley, Coventry, Hartlepool, Goole, Morley, Cardigan-shire, Berkshire, Denbighshire, Cumberland.

MODIFICATION OF SCALE OF DEDUCTIONS.—Tunbridge Wells, Walsall, Bexhill, Eassey R.D.C., Birmingham, Northamptonshire, Twickenham.

TERMINATION OF DEDUCTIONS.—Grimsby, Stafford, Wakefield (at March 31, 1933).





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**HASTINGS.**—"Holmesdale Guest House," near sea, for holidays, recuperation. Highly recommended, comfort, good cuisine, winter terms from 35s. Proprietresses ex-N.A.L.G.O. members.—9 Holmesdale Gardens.

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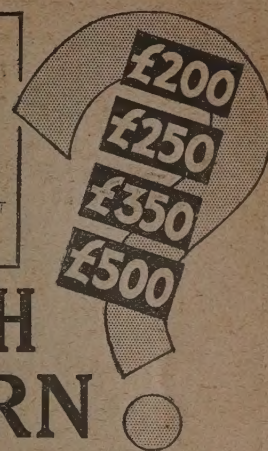
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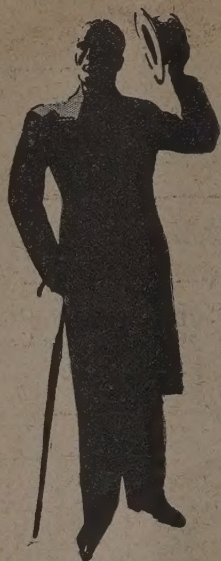
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